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bulletin

A large number of the 1,000,000 security files on Canadians should be destroyed says the Canadian Association of University Teachers.

In a recent response to the McDonald Commission's report on the RCMP, the Association urged the federal government to review the files and destroy those on individuals who are not threats to the security of Canada.

Canada's Security Service has a long established program of collecting information on homosexuals, on Canadians who have travelled to Soviet bloc countries, attended East bloc diplomatic functions or who subscribe to Communist newspapers, as well as those suspected by the RCMP, for whatever reason, of subversion or potential subversion. This information can be used against the individual, without a chance of rebuttal, when he or she applies for government service or has any other significant dealings with the federal government. The CAUT, like the McDonald Commission, says these files should be destroyed unless "there is a reasonable suspicion of an actual and particular security offence".

Dissent and subversion

In its report, the CAUT also strongly supports the recommendation of the Commission that the federal government make a clear distinction between dissent and subversion. The definition of subversion, says the CAUT report, should preclude the security forces from creating "a vast network for spying on all liberal and dissenting Canadians, undermining dissenting but legal organizations, and promoting an undemocratic and oppressive view of the Canadian political process". The Association also calls on the government to make clear its absolute support of free trade unions and the right to strike and to prohibit the security forces from categorizing trade union activity as subversive.

The CAUT stresses in its report the importance of controlling the activities of the security forces on Canadian campuses. University campuses have been prime hunting ground for the RCMP in their search for subversives for the past two decades. The Association asks the Prime Minister to reaffirm previous understandings with the government that there would be no general surveillance on campuses. In addition, the report calls for "an express statement by the government on the value of freedom of discussion as an essential characteristic of the liberal university and of a free democracy". The Association also asks that all surveillance on campuses require the written prior approval of the Solicitor-General and be limited to individuals suspected of "true and significant subversive or terrorist activities".

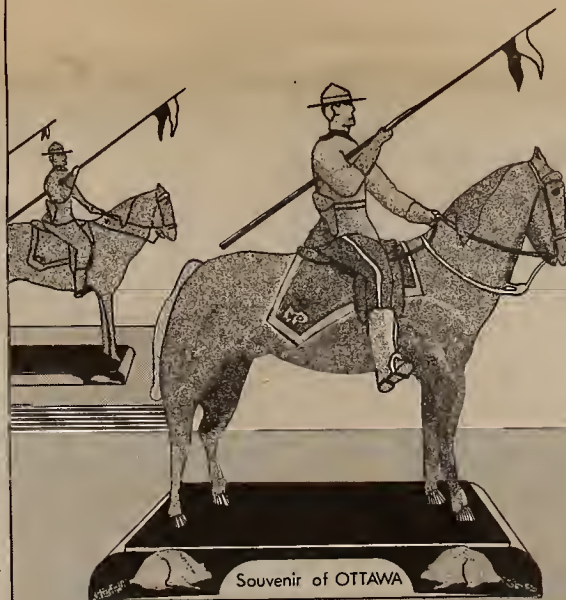
Ministerial responsibility

With respect to the question of ministerial responsibility, the Association strongly supports the Commission's contention that the security system must be "an open book" to the relevant ministers. The

1,000,000 Canadians on file

Security files should be destroyed, says CAUT

by Helen Baxter



CAUT report advocates that responsibility be shared among the Solicitor-General, the Minister of National Defence and the Prime Minister. It calls in particular for an explicit statement from the federal government that neither the new security agency, nor the RCMP is exempt from keeping the relevant ministers fully informed, and that the Solicitor-General is responsible to Parliament for these agencies. The report also invites clarification of the role of the Minister of National Defence in security and intelligence matters.

The Association supports the Commission's recommendation for a joint parliamentary committee on security and intelligence and for an advisory body created by Parliament, reporting to it, and with the necessary powers and budget to act independently.

Disclosure of information

With regard to disclosure of information, the CAUT backs the Commission's call for the repeal of Section 41(2) of the Federal Court Act. Such a move would allow the courts, rather than cabinet ministers, to determine the validity of the withholding of government documents. The Association, however, rejects the Commission's recommendations regarding the Official Secrets Act and freedom of information which call for criminal sanctions and broad exclusions in freedom of information legislation. The Official Secrets Act, the CAUT report says, should ensure that the unauthorized disclosure of government information should not be a criminal offence except where the physical safety and defence of Canada is concerned. The report also says that receiving government information should not be an offence. In actions over disclosure of national safety and defence information, the court should have the right to review the classification. And an ombudsman should have the right to review classifications at any time. No new legislation in regard to the security forces should proceed until legislation governing the Official Secrets Act is replaced, the Association says.

Security clearances

The CAUT supports the Commission's recommendation for a special tribunal to hear appeals regarding security clearances and immigration cases. Erratic and unreasonable attempts to prevent foreign academics from visiting Canada, despite the Helsinki Accords, have long been a problem for the universities. Regarding temporary visitors, the Association supports the use of temporary non-renewable visas, or for a summary procedure before the tribunal.

Finally, the CAUT, like the McDonald Commission, believes that the courts, not the Solicitor-General, should determine whether wire-tapping, electronic surveillance and mail interceptions are acceptable in security cases.



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LETTERS LETTRES

Deluged with mail

HELP! Because you were thoughtful enough to publish my letter, extolling the advantages of living in Latin America (particularly on the Caribbean in Colombia), we have been deluged with mail from your readers!

So, may I, through your letters column, assure them we are delighted with their many responses and will eventually answer each and every letter?

Muchas gracias,

Juanita Bird
(Mrs. Lewis Bird)
Santa Marta, Colombia

A generation of Videots

What must strike anyone who has done even the most cursory retrospective on this century is the number of Revolutions — social, educational, technological — which have started out with the promise of a New Dawn but have quickly gone the way of milk left out in the sun for too long. It was thus with a weary sense of *deja vu* that I picked my way through David Mitchell's bellicose little pep talk, (CAUT Bulletin, Feb. '82) to those of us who still haven't gotten over the shock of the television generation, and must now either prepare ourselves for a generation of TV and computer-raised "super-kids" or be prepared to go the way of Edsel and the dodo. (Whatever happened to the idea, taken for granted in my undergraduate days, that it was the student who accommodated himself to the aims of the university rather than the other way around?)

McLuhan, who really was bright enough to know better, gave us much the same sort of hype about the first TV-raised generation, ca. 1964. This was about the time that the modal adolescent's life began to revolve around the primitive quantities of Sex 'n' Drugs 'n' Rock 'n' Roll. Further evidence that the TV generation wasn't turning out quite as programmed by McLuhan was provided by a precipitous decline in US Scholastic Aptitude Test scores from 1964 to this day. This can no longer be explained away by noting changes in the characteristics of the population (Read: more children from Oppressed Minority Groups) taking the test, since statistical analysis has by now demonstrated that the mean averages were being pulled down by an absolute decline in the number of high scores as much as by an increase in low scores.

Not surprising: a U.S. Surgeon General's Report of 1970 noted that the brightest students from the most affluent families had developed a "preference for viewing" which differed only in degree from that of ghetto children. The ability to use language, still the human animal's principal means of communication, deteriorated to the same degree. Those of us who teach in the humanities and social sciences have all read their word salads.

The nub of the matter is that the human brain's characteristic response to electronic stimuli — transistor radios, television, video games — is a habitual response, especially among the young. Now from Silicon Valley, we hear persistent reports that "hacking" — computer addiction — has reached epidemic proportions from the pre-pubescent offspring of the engineers who design the beasts to the most sophisticated graduate students at Stanford's pace-setting Computer Science program. Computers, like TV, are producing just one more dreary generation of Videots — vacuous, spaced-out, unresponsive

children hooked on the electronic massage to the point where the medium is everything, the message nothing.

The "secondary reality" of the electronic world — every electronic medium replaces primary reality as the principal object of the young person's fascination and his curiosity about the real world, as well as his capacity to explore it for himself, are crippled in proportion. Not that he would have the energy to explore it even if he cared to, since the only parts of his body which appear to be at all physically fit in many cases are the fingers which push the buttons and twirl the dials.

Then there is the eye strain of all video material, which is by now firmly established if not yet well understood. And the emotional effects cannot be overlooked either: when a person's primary relationship from an early age is with a machine, his ability to relate to other persons must suffer dramatically. Student Counsellors now report that "relationships" are by a wide margin the Number One problem with which they deal among the television generation. One doesn't even like to contemplate the magnification of this among a television and computer-raised generation.

The conclusion spells itself out, and it is very different from the one reached by Professor Mitchell: television-and-computer-raised children will only present a worse nightmare for the universities than the original television generation did. The central "contradiction" of the '80s is the ever-widening gap between the growth of electronically induced artificial intelligence and electronically produced diminution of natural intelligence. Uncle Sam's Army is

merely the prototype; it will not be very long before the rest of us begin to feel it to.

Henry David Rempel,
Dept. of Political Science,
The University of New Brunswick

Intellectualism a problem

The article "Toeing the line in West Germany", by Franz Hegmann (CAUT Bulletin, Feb. 1982) provides much insight into the apparent close relationship between West German universities and the left wing terrorist organizations typified by the Red Army Faction. Mr. Hegmann's argument in favor of supporting academic freedom seems to be essentially an argument in favor of allowing professors and students to use the universities as a base for analysis of political, social, and economic problems from a left-wing perspective; in his examples, some version of Marxism.

Hegmann quotes one writer as saying that West Germany is "basically a country for conformists". This is one of the most serious objections, in my view, not only to Hegmann's position but to that of the persons and groups he supports, and their counterparts in Canadian universities. West German dissidents, professors and students alike, seem to be mostly conformists to a basically Marxist position. This is demonstrated very well by Hegmann's article, both in what he says and what he leaves unsaid, but obvious to all who have follow-

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Commentary

Poles apart

by Daniel Stone

Remarkably little has changed in Poland in the three months since General Jaruzelski invoked the War Measures Act to suppress Solidarity. Thousands remain in prison and the population goes sullenly about its daily routine. The economy has not improved. If anything, it may have worsened since worker discontent has been added to the enormous problems caused by a decade of industrial mismanagement. The War measures themselves have interfered with the free exchange of ideas and products which a modern economy requires.

Western journalists have done surprisingly well in covering Poland, but they have failed to report the most important story — what is happening behind the scenes. We need to know what factions have formed, who is behind the generals, who is for them, and who is against them. These are the conflicts which will determine whether Poland makes an effort to come to terms with the 90 per cent or more of Polish adults who are members of Solidarity or whether it turns the screws of repression still further.

As heavy-handed dictatorial revolutions go, this one is not frightful. The death toll has not been conclusively established but appears to be in the range of a jet crash. There have been no show trials, no executions, no vast propaganda campaigns against carefully selected villains. Walesa has been treated with respect, even if he has been detained. It could have been much worse and, if the wrong factions win out, it will be much worse.

While it is already clear that Poland's brief respite from censorship has come to an end, we do not know yet how tight the controls will be or what will happen to the Poles who spoke out during the heady eighteen months of freedom. Will reprisals be taken against the group that organized a monument to the victims of the Katyn Forest Massacre? Will all the editors and contributors of the Solidarity Weekly be thrown in jail? Half? And for how long? One year? five years? twenty years?

The Universities Statute, prepared under Solidarity pressure, which freed the faculty to elect their own presidents, deans, and department heads without party control, has been put aside. All this is a great blow against intellectual freedom in itself, but will it get worse?

Will the independently elected university administrators who came in before December be fired from their positions? from their jobs? barred from publishing? refused passports? forced to emigrate? What about the union committees in each department which took responsibility for the university strikes between August 1980 and December 1981? Or the professors who lectured on a wide variety of topics to the public, often to well-attended gatherings in the factories under Solidarity adult education sponsorship? The list is almost endless and involves almost all Polish professors in some form of active participation.

We still do not know whether Polish professors will be faced with loyalty oaths as were their Czech and Slovak counterparts after 1968. Many refused to repudiate Prague Spring and were fired. Many signed — and were fired later. The same patterns have re-emerged among Polish journalists



and reports indicate so far that well over 50 per cent have lost their jobs. Some academics are prepared to sign only the most innocuous of oaths which do not require renunciation and denunciation of Solidarity, while others will sign nothing. It does not appear that academics have been presented with oaths yet, but most think it is only a question of time.

The students are also in danger and are probably even more vulnerable to reprisals since they lack the international contacts that so many faculty enjoy. Participation in the independent, Solidarity-affiliated student union has made virtually all students subject to expulsion. Widespread activism in strikes and demonstrations has left a large number directly vulnerable at a time when new legislation establishing "parasitism" as a crime makes expulsion almost a criminal offense. The law has been used to imprison numerous Soviet and Czech dissidents who have been released from their job or, at least, to force them into unsuitable and ill-paid employment.

In short, the imposition of the Polish War Measures Act has prevented the Polish

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Universities casualties of fed/prov. wars

The federal government and the provinces have together undermined the financial health of the universities and created an underfunding crisis, says the Canadian Association of University Teachers.

"Our political leaders seem interested only in the manipulation of the political process to suit their short-term ends and not in the welfare of the university system, said CAUT Executive-Secretary Donald Savage at a press conference held in Ottawa in March.

The bottom line, Dr. Savage said, is that both sides are providing less money, demanding more services, and obscuring this fact by ill-tempered and arcane federal/provincial wars.

The universities have been victims of the squeeze for years, he said, and further cuts will be to the muscle and bone, as the parliamentary task force has stated.

He noted the cynicism involved when the provinces dress up their case with calls for academic freedom and institutional autonomy.

He said that competitive federalism will distort the universities by putting a premium on politically glamorous projects.

Dr. Savage called on the federal government and the provinces, either together or separately, to fund public inquiries into the functioning and financing of the universities.

"If it is sensible to have two full-time commissions on medicare, it is surely reasonable to have one on university education before any significant steps are taken to change the system."

The inquiry would allow the general public and the universities a chance to make their views known before full-scale negotiations took place, Dr. Savage said.

Failure of both the federal and provincial governments to live up to their responsibilities, he said, "will limit access for future students to the children of the rich, will undermine Canada's scientific and medical capabilities, and erode one of the cornerstones of Canadian culture."

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Professor Stone is with the Department of History at the University of Winnipeg. He was in Poland at the time the War Measures Act was invoked — from December 11, 1981 to January 4, 1982.

LETTERS LETTRES

ed the history of the past two decades.

Hegmann provides a good demonstration of the excessively intellectual analysis of political events which seems to be the common characteristic of left wing university groups and their adherents. Instead of dealing with details of actual occurrences and the consideration of procedural solutions, there is a tendency to state all problems in terms of some interpretation of political or economic ideologies. One consequence of this tendency is to try to solve problems by massive social or political reorganizations, such as are acted out by left and right wing terrorism in West Germany, Italy, and Central America. There is little evident interest in solutions which do not involve 'big ideas' and 'significant actions'.

Hegmann's main objective seems to be to gain support for the freedom of intellectuals to be the kind of intellectuals he seems disposed to prefer. But it is precisely this form of intellectualism that is the problem in Canada as well as Western Europe. As an intellectual of an entirely different kind, one who is interested in the solution of real problems within democratic societies, I reject the need to support intellectualism which, partly through university-based terrorism, will produce a 'solution' that consists of government by apparatchiks backed by police and other terror.

The elegant intellectualisms of Marxists and other left-wing ideologues all have had a political result which is extremely depressing where they have been successful, as in Cuba and the USSR. These 'peoples democracies' are controlled by large, and usually very inefficient, bureaucracies, kept in power by the use of as much terror as is required (following the advice of Lenin). That result is worth any necessary effort to avoid. Some will make the argument that if the rights of all intellectuals are not supported, there will be no rights for any intellectuals. This argument is absurd, but, more important, it is simply self-serving. I am no longer willing to support all intellectual positions on the basis of abstract arguments about intellectual freedom. One must make such choices on the basis of their consequences. If intellectuals in universities are producing the intellectual support for groups like the Red Army Faction and the Red Brigades, let them suffer the lawful consequences of their acts.

Louis Hamill
Dept. of Geography,
The University of Calgary.

IOHE used to legitimate repressive regimes

The recent establishment of the Inter-American Organization for Higher Education (IOHE) and its recent meeting in Buenos Aires raise a number of disturbing issues related to academic freedoms and standards of scholarship.

The position of the Canadian Association for Latin American and Caribbean Studies (CALACS) concerning IOHE was already made public at the inaugural meetings of that organization at Laval University on October 13-16, 1980.

"In countries where the University does not guarantee the basic academic and human rights of professors and students, it is difficult to envisage academic exchange and international cooperation of any form other than the organization and expression of international solidarity for the respect of basic academic and human rights."

We wish to reiterate those concerns and request that the Committee of Scientists

and Scholars and its local chapters look into this matter:

Specifically, the Council of IOHE has a high level of official representation from the two Latin American countries — Argentina and Chile — where university life as it is known in Canada has been most severely and systematically repressed during the last decade. This state of ongoing repression has been documented and corroborated by authoritative and respected international and national organizations as well as by literally thousands of scholars who have been forced into exile.

For example, in the case of Chile, all university authorities were dismissed by the military following the coup in 1973 and they were replaced by military "interventors", many of whom appear today as "university rectors" in the IOHE roster. Bona fide representatives of the scholarly community in that country have expressed their concern to CALACS officials that IOHE is being used as a mechanism to give legitimate access to international fora to those responsible for destroying academic freedoms in Chile. Their membership in the IOHE creates the appearance that normal academic procedures and standards are being respected in Chilean universities, whereas the opposite is the case. In fact, these people are enforcing humanly and academically reprehensible practices that deny the very foundations of the university community.

The situation is similar in Argentina. The authorities represented in IOHE were appointed after the 1976 coup by the military government with specific mandate to carry out the government's repressive policies. These have resulted in the firing of more than 3,000 academics on purely political grounds. Furthermore, all the Argentinian universities present in the IOHE (with one minor exception) are directly subordinated to the Ministry of Education; their internal self-governance has been destroyed. Institutions of higher learning which have managed to retain some autonomy vis-a-vis the military regime and are recognized for their academic standards (e.g., the Catholic university system, the Universities of El Salvador and Belgrano, and the Centre for the Study of Exact Sciences (CAECE) are not party to IOHE.

More broadly, we question the representativeness of the member universities both in Latin America and the United States. With very few exceptions, the most prestigious institutions of higher learning, those internationally recognized for their standards of excellence, are not to be found among the IOHE membership. Two facts are particularly striking to anyone acquainted with the Latin American university system: (1) that the most important universities of the region are by and large not in the IOHE and, (2) that, in the specific cases of Chile and Argentina, universities once internationally recognized for their standards of excellence have been all but destroyed as true centres of higher learning precisely by those who today appear as their official spokesmen.

It is, therefore, all the more unfortunate that respectable Canadian universities have lent their names and prestige to an organization in which members with dubious credentials are over-represented.

The facts stated here are in the public domain. Comprehensive references can be found for instance, in Eric Stover, *Scientists and Human Rights in Argentina*, (Washington: AAAS Committee on Scientific Freedom and Responsibility, June 1981), and in Enrique Oteiza, "Reflexiones sobre algunos aspectos de la situación chilena", *Boletín CLACSO* (Año V, No. 20-21, 1973). Likewise, a large number of academics from the countries in question

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UNIVERSITY OF NEW BRUNSWICK

are now living in Canada and their testimony can corroborate the content of this document.

J. Nef,
Associate Professor of
Political Studies and
President, The Canadian
Assoc. for Latin American
and Caribbean Studies.

Cold War alive and well

I should like to thank Kenneth H.W. Hilborn for his "realistic" response (December 1981 *Bulletin*) to my review in the October *Bulletin* (page 25) and for reinforcing one of the points made in the review; that in some quarters the Cold War is alive and well.

On the question of sources for scholarly works on the Soviet Union: is Hilborn suggesting that it is "realistic" (let alone scholarly) to ignore official Soviet statistics altogether? Is he prepared to state which Soviet statistics about Soviet life published, let us say, in the last ten years (the presumed gestation period of Wesson's book) are hopelessly compromised? If he can produce extensive chapter and verse, we might be better disposed to accept his view of reality.

Commenting on Szymanski's *Is the Red Flag Flying?* (though he refuses to name either author or title: why?), Hilborn willfully or ignorantly misconstrues the point. Whereas various authors had used certain sources and statistics to reach a negative conclusion about political, social and economic life in the Soviet Union, Szymanski was able to use the very same sources and statistics to elicit a positive conclusion. This may indicate an unhealthy relativism, but if it is evidence that Szymanski lacks "respectable scholarship", perhaps Hilborn will be pleased to tell us why.

Finally, Hilborn repeats well-known estimates of deaths during the Stalin years (though how these relate to the original review is not clear — unless we are merely being delivered a lesson in "realism": does Hilborn wish to judge modern West Germany by the standards of 1933?). Whatever of the varying estimates one chooses, these figures, not to mention the

countless millions of people who have died in this century for one cause or another, are an appalling record of human suffering.

Unfortunately, in his rush to attack my apparent "bias" (a word which confers "objectivity" upon the user), Hilborn distorts the clear, but incidental, intention of my review, which was to demonstrate (via the books under review) that this same human suffering continues at this very moment in our own hemisphere — right under Hilborn's nose. If resistance in Chile and El Salvador and all the other places in Central and South America where brutal physical repression is commonplace is, as Alexander Haig and Kenneth H.W. Hilborn tell us, proof of Soviet "terrorism", then I do indeed stand guilty of "bias".

Trevor L. Williams
Department of English
University of Victoria

Hiring foreign academics

The February 1982 issue of the *Bulletin* contains a substantial number of classified advertisements in the vacancies section indicating that "only" Canadian citizens or landed immigrants need apply for the position. I find this type of advertisement very offensive and quite incompatible with established principles of academic freedom. I would urge that the *Bulletin* refuse to carry such advertisements in the future. If any reference to citizenship qualifications is necessary in order to comply with the immigration requirements, then the alternative formula appearing in many of the advertisements — that preference will be given to Canadian citizens and landed immigrants — should be quite sufficient.

I question however, the proposition that in a liberal and democratic society the Department of Immigration is entitled to dictate to Canadian universities whom they may hire and under what circumstances. Academic freedom is much too precious a value to be entrusted to any government agency, however well-intentioned. I fully appreciate one concern that qualified Cana-

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CAUT talks with Herb Breau

by Richard Bellaire

Following is the substance of an interview which the CAUT recently held with Herb Breau, the federal member of parliament for Gloucester. Mr. Breau chaired the parliamentary task force on federal-provincial fiscal arrangements. The task force dealt in part with major problems of funding and policy making for post-secondary education.

In response to general questions from the CAUT concerning the relationship of the November 1981 budget and recommendations of the task force, Mr. Breau took the view that the suggestions put forth by the task force and the provisions in the budget "converge", but are not completely the same. The task force, he suggested, took no firm view on the question of the revenue guarantee. As Mr. Breau stated in the text of the report, the task force included the revenue guarantee in the transfers, but the tables clearly separated the revenue guarantee money from the programme parts of the Established Programmes Financing.

Mr. Breau said he was proudest of the chapter on equalization — the programme by which the federal government transfers funds to the poorer provinces.

"By eliminating the revenue guarantee, you are only hurting the rich provinces," he said. By improving the equalization formula to include a more comprehensive tax base — property taxes and school taxes — the system would be more generous to the poor provinces, he added.

Mr. Breau said that the use of Ontario as the bench mark for equalization, as proposed by the federal government to start April 1, 1982, would present no major problems since the property taxes in Ontario are comparatively large and the level of property taxation is decided at the municipal level, not by the provincial government. He felt there would be no problems using Ontario as the base for equalization since "Ontario is not poor, as you can see if you drive from Toronto to Windsor and see the rich farm land."

According to Mr. Breau, the equalization payments should grow at the rate of 11-12 per cent per annum over the next five years.

When questioned as to whether the ending of the revenue guarantee would hurt the social programmes in EPF (medicare, hospitalization, and post-secondary education) as suggested by John Crosbie and B.C. Finance Minister H. Curtis, Mr. Breau rejected the arguments as "political".

"Provincial politicians who want to pursue a course of fiscal restraint anyway are trying to throw the blame on the federal government," he pointed out that the provincial governments had never included the revenue guarantee as part of the transfers for the social programmes under EPF.

On the specific area of post-secondary



Herb Breau

education and federal transfers to the provinces under EPF, Mr. Breau said it was his personal view that the federal government should be tough in the upcoming negotiations in its demand for national standards and objectives for higher education. If agreement cannot be reached, the federal government should consider cutting the transfers. He cited the special problem of Quebec where education is very much a test case for federal-provincial relations.

Mr. Breau suggested the creation of a federal-provincial institute to review policy in areas of shared jurisdiction. He said that not only does Canada need agreements between the two levels of government, but it needs agreements on their interpretations, as evidenced in the question of the definition of "national standards" for medicare.

When asked if the university community should have a seat on any federal-provincial body deciding policy in the area of post-secondary education, Mr. Breau said such a step would constitute a major innovation in policy making in Canada. Given that federal-provincial relations involve so much bargaining and trading between the two parties, he felt it would not work. But Mr. Breau said he did want to see the process opened up with more input from the university community. He suggested that the Senate or a standing parliamentary committee could play a role here.

Finally, Mr. Breau said he believed the exercise of the task force had been a useful one and could be used more frequently in the future. The greatest advantages of the task force over the normal standing committees, he said, were its unlimited budget which allowed for very good professional staff, a more productive atmosphere both for government and opposition members, and the no replacements rule which obliged all members of the task force to serve full time.

A LOBBYIST'S NOTEBOOK

by Donald C. Savage

Expenditures on R & D

At a recent conference organized by the *Financial Post* Claude J. Frejaques, Head of the National Centre for Scientific Research in France, pointed out that the Mitterand government will be increasing R & D expenditures from 1.8 per cent of GNP to 2.5 per cent. Hiroyuki Yushita of the Japanese Embassy indicated that Japan currently spends about 2.4 per cent of GNP. Another speaker pointed out that while in 1967 Canada was ahead of Sweden in such expenditures by about 30 per cent, the position was now reversed. Canada currently spends about 1 per cent of GNP on research and development.

Help from the private sector

From time to time, Bette Stephenson, Ontario Minister of Colleges and Universities, has suggested that universities should seek financial salvation in grants from the private sector. On February 3rd the *Chronicle of Higher Education* noted a report of the Conference Board in the United States that few corporations would heed the call of President Reagan to provide private grants to make up for the recent cuts of the federal government. If the head office says no, the branch plant is not apt to be very different.

Highly qualified manpower revisited

A cautionary note for the new high priests of manpower planning. The *Toronto Star* reported that, after much lobbying by the metal machine industries, Ontario opened a \$2 million apprenticeship centre for precision skills. Thirty students enrolled with promises of guaranteed jobs at the end. Now the companies have reneged on their promises to hire the students. "It's just been a big con," the *Star* reported student Brian McDonald, 18, as saying. "They promised people there'd be jobs," said MacDonald. "I'd rather have taken a two year college course than come here for six months and not get a job." The cost: \$1.2 million for the building, \$700,000 worth of equipment. One could have hired quite a few assistant professors of engineering for that sum.

No meaningful evidence

The Economic Council of Canada, in its second report on federal/provincial fiscal arrangements, states that there was no meaningful evidence to show that the current federal deficit could be linked specifically to increases in federal/provincial transfers. The Council rejected the argument of Mr. MacEachen that there was a structural imbalance between the revenues of the federal government and the provinces. David Slater, the Chairman, stated that the proposed cuts would almost certainly mean poorer services in the have-not provinces and higher taxes in the other provinces.

Freedom of information

Peter Grant of the Canadian Bar Association on the Fox/McMurtry/Romanow attempt to derail the federal Freedom of Information legislation. "All governments hate freedom of information...and the longer they stay in power the more they hate it." Walter Baker (C-Nepean-Carleton) and Svend Robinson (NDP-Burnaby) continue to fight for this legislation.

Obscenity upcoming

It seems likely that committee hearings for the amendments to the criminal code on obscenity will begin before this issue reaches you. CAUT has asked to appear to ensure that the book banners do not use the legislation to further their ends. When this issue first came up, CAUT produced a background paper entitled, "What about the Venus de Milo?". Copies can be secured from CAUT or from your local faculty association.

Grant from Alberta

The Alberta government has given the Foundation for Canadian Studies in the United Kingdom \$112,500. This is the second year of such donations. No other province contributes.

Lower Education

The title of an editorial in the *Vancouver Sun*. "It is hard to believe," the *Sun* wrote, "that \$9 million — \$3 million less than it cost to cancel the Pier B.C. trade and convention centre — is too much for the provincial government to pay to rescue the University of B.C. and Simon Fraser University. But that's exactly the hardship UBC president Douglas Kenney and SFU president George Pederson have been forced to accept...What is needed is a proper recognition by the government of the role of higher education in the province."

Counterattack

Next time your friendly M.P. tells you that universities should become businesslike and operate with that degree of competition and lean, hard efficiency found in private industry, read him this quotation from the March *Saturday Night* story on the *Sun Life*: "I'm a doer and anxious to get going," says a senior *Sun Life*. "A lot of guys feel the same way, but the company is paternalistic. There isn't the degree of pressure and intensity that you find in some other organizations. Once a person gets in, they can cruise along throughout their career. The *Sun Life* doesn't demand performance out of its people. Like any big organization, there's a lot of dead wood. We have no viable means of getting rid of it except by attrition. Firing the listless is simply not in the *Sun Life* tradition."

Manitoba Human Rights

A former member of the CAUT Academic Freedom and Tenure Committee, Professor Dale Gibson of the Faculty of Law at Manitoba, has been appointed as person chairing the Human Rights Commission.

CAUT BULLETIN JUNE ISSUE

A reminder that the June Issue of the Bulletin is devoted exclusively to advertising.

Deadline date for ads is April 30.

LETTERS LETTRES

dians should be given preference in the filling of vacancies. I think it safe to assume, however, that university administrators are fully alert to the issues and can be trusted to act sensibly in filling the vacancies (increasingly few in number) as they arise. We do not need the heavy hand of Immigration to teach us common sense or to second-guess the decisions of those best qualified to make them.

Canada has benefited enormously from the postwar influx of highly talented and gifted academics from the United Kingdom, U.S., France and many other countries. Take law as an example. There is hardly a law faculty in the country that has not been enriched by the infusion of non-Canadian talent. In my view, it is only a badly misused employment policy that could persuade us to choke off this invaluable external resource of human capital. We do not generally prohibit the import of foreign goods in order to protect domestic products and many economists tell us that it would be suicidal to do so.

Why should we treat human resources less favourably? Shortly before Christmas Prime Minister Trudeau criticized the short sighted language policy of the Parti Québécois. I think he was right. It seems to me, however, that his strictures are just as applicable to the immigration policies pursued by his own government and their overall insensitivity to issues of academic freedom.

In any event, the whole approach appears to me erroneous. In the area of international trade, until recently, the thrust was to liberalize the movement of goods, reduce tariffs and eliminate non-tariff barriers. Should we not be pursuing the same goal with respect to the hiring of university teachers? Canada should take the lead in seeking mobility agreements with those countries with whom we have close academic ties. The overall effect of such agreements, as in any free market, should be beneficial: the total employment figures will remain the same but the universities in the member countries will retain the freedom of selection and the opportunity to pursue academic excellence. No doubt such agreements would have to be monitored to ensure that there is a reasonable two-way traffic but the effort to improve international mobility among academics seems to me a much more constructive approach than the negative and restrictive policies currently being pursued by the government.

Jacob S. Ziegel,
Professor of Law,
University of Toronto.

A greater injustice

In his February *CAUT Bulletin* commentary, Mr. Leo Groarke characterizes academic tenure as an injustice, and recom-

Poles apart. . . p.3

people from finding their own destiny or, as the phrase runs, has prevented Poland from being Poland. In addition to striking at Polish society in general, military and political repression strikes at the Polish academic community which acts as a major voice for the nation. As a result of their activities during Solidarity's short-lived freedom, thousands of Polish academics, both students and faculty, are in continuing physical and material danger. We will see if the situation gets better or worse.

mends that tenured positions be eliminated in favour of three or five year contracts open to free competition. Such a system, he argues, would enhance academic excellence while still protecting academic freedom, for it would take away the shield that tenure has provided for those who could not compete successfully, and open their jobs to individuals who may be jobless yet better qualified in teaching and research. There is no justice in a system, he concludes, which makes individuals second-class citizens because they were born ten or twenty years too late.

But consider this "injustice" as well. My home was purchased only a decade ago, at less than half what it would bring on the market now, and throughout that period interest charges on the mortgage have averaged a single-digit percentage. A much younger person would find it difficult, if not impossible, to purchase a comparable dwelling now. Yet no one would suggest that, because of this, I should give up ownership and compete with homeless individuals for the three year or five year leasing of it. Had that ever been a foreseeable eventuality, I would obviously not have "bought" it in the first place. And one can multiply examples of similar "injustices".

What Mr. Groarke overlooks is that no one in his right mind would spend seven years in professional training to enter a profession where job security is never obtained for more than a short span of years at a time, and where he or she could be replaced at the end of any of a succession of short-term contracts should professional development temporarily falter when a promising jobless candidate appears on the scene. It may be heart-rending that a 25 year-old Ph.D. should be driving a taxi in Toronto, but it is devastating to imagine being forced to do the same at 50 or 60 after years of dedicated teaching and with a strong accumulated publications list.

Mr. Groarke would have us correct an injustice with what could indeed become a far greater one.

Roland Puccetti,
Dept. of Philosophy,
Dalhousie University.

Treats proposal falsely

Leo Groarke ("Tenure As Injustice" — February, 1982 *CAUT Bulletin*) treats my proposal for a public peer-review system (October, 1981 *CAUT Bulletin*) falsely as a defense of the current practice of tenure. Tenure is not an academic accrediting procedure, nor did I say it was. To be properly accredited means to have acquired a graduate degree (at the moment usually a Ph.D. or equivalent) from a recognized university in a recognized field. Groarke also claims that the public peer-review system would be unjust to young academics coming into the universities from graduate school. Indeed, just the opposite would be the case. Since the system would allow greater exposure for their work than the present closed peer-review system, they would have a fairer chance of establishing their reputation.

Finally, Groarke notes that the present closed peer review system does not provide adequate protection for academic standards. Why he assumes that an open peer review system which is free from direct political manipulation would do any worse is not made clear.

C.D. MacNiven,
Dept. of Philosophy,
York University.



UNIVERSITY OF TORONTO VICTORIA COLLEGE

International Summer Institute for Semiotic and Structural Studies

May 31 - June 26, 1982

The Toronto Semiotic Circle will sponsor sixteen advanced seminars in theoretical and applied semiotics. The range of topics will cover seven domains of semiotic research with an emphasis on the history and theory of semiotics (four courses) and the semiotics of literary and other texts (five courses). Each course will consist of 24 hours of lectures and seminars. All courses will be open to Visiting Scholars and Auditors, but enrolment will be limited to 20 Degree Students per course. Each course carries a half-course credit in compliance with the University of Toronto School of Graduate Studies regulations.

History and Theory of Semiotics: SSS 1010: The Discourse of Self-disclosure (*Michel Foucault*, Collège de France); SSS 1020: Mind and Language (*John Searle* U. of California at Berkeley); SSS 1030: Issues in Medieval Semiotics: The Theory of Definition (*Umberto Eco*, U. of Bologna); SSS 1032: The Semiotics of St. Augustine (*Eugene Vance*, U. of Montreal).

Semiotics and Psychology: SSS 1100: Brain and Meaning (*Karl Pribram*, Stanford U.); SSS 1102: Sex Differences in the Evolution, Development and Social Aspects of Semiotic Competence (*Diene McGuinness*, Stanford U.).

Semiotics of Culture: SSS 1302: Text and Context: The Connections between Myth, Literature and History (*David Turner*, and *William McKellin*, U. of Toronto); SSS 1304: The Semiotics of Nonsense: Clowns, Limericks and Surrealist Poetry (*Paul Bouissac*, U. of Toronto); SSS 1306: The Semiotics of Anthropological Description (*Daniel Defert*, U. of Paris VIII-Vincennes).

Semiotics of Natural Languages: SSS 1404: Comparative Semiotics: Language in Relation to other Sign Systems (*Roland Posner*, Technical U. of Berlin).

Semiotics of Music: SSS 1502: The Semiotics of Music (*Jean-Jacques Nettez*, U. of Montreal).

Semiotics of Literary and other Texts: SSS 1708: The Semiotics of Fictional Worlds (*Lubomir Dolezel*, U. of Toronto); SSS 1710: Greimassian Literary Semiotics: The Contemporary Québécois Novel (*Paul Perron*, U. of Toronto); SSS 1712: Signs and Structures in Modern Chinese Fiction (*Milena Dolezelova*, U. of Toronto); SSS 1714: Bakhtin and the Bakhtin Circle (*Ann Shukmen*, U. of Birmingham).

Semiotics of Religious Discourse: SSS 1802: Knowing, Believing and Causing to Believe: Syntax and Semantics in Biblical Texts (*Daniel Pette*, Vanderbilt U.).

In addition to these formal seminars, the Institute will foster discussion groups, workshops, symposia and five colloquia (*Biological Foundations of Gestures: Motor and Semiotic Aspects* (May 27-29); *Syllepsis and Catechresis: The Rhetorical Production of Meaning* (June 4-6); *Bakhtin and his Circle* (June 7-9); *Classical and Medieval Sources of Semiotics* (June 10-12); *Urban Semiotics: The City as a Text* (June 18-20).

Global registration fee: Can. \$300.

The detailed brochure will be sent upon request. On-campus accommodation will be available. Information: Prof. Paul Bouissac, Academic co-ordinator, Rm. 305, NAB, Victoria College, 73 Queen's Park Cres. E., Toronto, Canada M5S 1K7. Tel. 416-978-3870.

Registration form for Visiting Scholars and Auditors

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from CLARKE IRWIN the national publishers

responsibility of the faculty member and the equally important question of the university as employer.

The reaction of the media was encouraging. Clarke Irwin, the publisher, arranged for a two-day publicity campaign. Reporters from the press and CBC radio responded positively, with the exception of a reporter from the *Toronto Sun*, who thought that the university world was irrelevant to the lives of most of the *Sun's* readers. His judgment was not entirely improbable.

The first volume, *But Can You Type?*, by June Adam and Jill Vickers, appeared in April, 1977, and initial sales were good. The second volume, a collection of essays edited by Chris Knapper of the University of Waterloo entitled, *If Teaching is Important...*, was scheduled to appear in the fall of the same year. But already there were difficulties. Potential authors were more difficult to find than had been anticipated. The topics that the CAUT had hoped would provoke national discussion proved less charismatic than was expected. The first monograph, *But Can You Type?* achieved a small degree of fame on the reading lists of women's studies courses, but it takes a skilled author to write even a minor bestseller on federal-provincial funding.

By the time Professor Griffiths left the editorship in 1979 to become dean of arts at Carleton University, only the first two titles, *But Can You Type?* and *If Teaching is Important...* had reached the bookstores, and there were three contracts outstanding. One of these, a monograph on university financing and science policy by John Kucharczyk, should go to press this year. No author had appeared from francophone Canada, and there was no French-language publisher.

By 1980, when I took over the files of the general editor, it was clear that the series needed a fresh start and a new image. But the first task was to deal with the old contracts: of the three "on the books" when I became editor, the first will be ready for press this year, the second may be renegotiated, and the third has now been cancelled.

One type of paperback that the "CAUT University Library" plans to attempt will take a field of research and explain it in the language of the layman. The editor of such a volume will invite a number of researchers in a field to contribute essays or interviews, which will be edited so that the style will not differ greatly from contribution to contribution. Thus, for instance, a group of scientists could both explain what biotechnology is all about in terms that a reader of *Science '82* or *Equinox* could understand and at the same time describe the research that is going on in Canadian universities. Biotechnology is, in fact, intended as the subject of one of the first of these books, but other areas in the social and natural sciences will also lend themselves to this approach.

It was also clear that if the CAUT "University Library" wanted to find an audience outside the groves of academe, it would have to establish connections with the world of business, government and the media. Before midsummer, we hope to have a new editorial board in place, made up of representatives from outside the

academic world who would serve for three-year terms. A number of businessmen have already expressed interest in the series. This editorial board will, I hope, provide the editor with "feedback"; its members will suggest titles and occasionally, contributors, and they will help to make the series better known.

In the meantime, the search for writers goes on. One title in search of an author is *The Business of Canadian Business Education*. A second will deal with nationalism or the lack of it in the Canadian academic world, with a sidelong look at Canadian studies.

Contracts call for eight per cent royalties for the author and two per cent for the CAUT, which undertakes to assist in publicity for the series.

Queries are welcome and should be addressed to the general editor, J.A.S. Evans, 265-1866 Main Mall, University of British Columbia, Vancouver V6T 1W5.

THE UNIVERSITY OF ALBERTA

Faculty of Library Science

The Faculty of Library Science, University of Alberta, is considering applications for a two-year position of Assistant Professor of Library Science.

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Qualification: Master's degree in Library Science and library experience essential. Doctoral degree or doctoral studies and teaching experience preferable. Familiarity with computer-based library catalogue support systems is desirable.

Responsibilities: Teaching responsibility in technical services, cataloguing and classification, indexing and abstracting. Rank and Salary: Appointment at the Assistant Professor level. Salary scale: Starting at \$28,820 (12-month basis) depending on qualifications and experience.

Application Deadline: May 15, 1982

Procedure: Letter of application, curriculum vitae and names of three references should be sent to:

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This is not a tenure track appointment. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

Guest lecturers visiting Canada can avoid border delays, says Commission

A lack of necessary documentation is the major cause of delays at Canadian ports of entry for guest speakers and lecturers visiting Canada, says the Employment and Immigration Commission.

In a recent letter to the Association of Universities and Colleges of Canada, the Commission outlines its policy concerning guest speakers and lecturers and suggests ways in which delays and the resulting concern and annoyance to visitors can be minimized.

The Commission points out that its policy makes a distinction between a guest lecturer and a guest speaker. A guest lecturer is defined as someone who is invited, by a post-secondary institution, to give a series of lectures which does not comprise a complete academic course and is for a period of less than one academic term or semester. Such individuals require an employment authorization which is issued on presentation of a suitable letter of invitation from the inviting institution to a consulate abroad or, for citizens and residents of the United States, St. Pierre and Miquelon and Greenland, to a Canadian port of entry as well. In the case of those destined to an institution in Quebec, they must have a "certificat d'acceptation" issued by the officials of the Quebec Immigration Ministry before an employment authorization can be issued. The need for an employment authorization is in no way affected by the international standing or reputation of the individual.

On the other hand, guest speakers, regardless of the amount of remuneration, do not require an employment authorization and may be allowed to come forward as visitors provided they have appropriate identification (visas and passports, where required) and a letter of invitation from the

sponsoring body outlining the nature of the visit. Guest speakers refer to those invited to speak at functions, such as dinners, graduations, conventions, where their participation is limited to giving a speech relating to their area of expertise or renown. Generally, such people remain in Canada only briefly.

Because the officers who first greet such visitors to Canada are Customs officers acting on behalf of several departments, says the Commission, their technical expertise in each one of these areas is limited. Also, the speed with which they must process travellers does not allow them to delve deeply into individual situations, or to complete required documentation. For that reason, those whose requests cannot be readily identified or who have incomplete documentation are often referred for a more in-depth interview by an Immigration official whose duty is to ensure compliance with the Immigration Act and Regulations.

To reduce delays, the Commission offers the following suggestions:

- ☐ Pre-plan the arrival by asking the individual concerned to call first at one of our Consulates in the United States (or abroad) to obtain the required advice and/or employment authorization. Or, inform the appropriate airport or border point ahead of time and, if possible, arrange for someone to meet the individual and to be available to clear up any misunderstanding that may arise.
- ☐ Ensure that letters of invitation to such individuals state clearly what is expected the visitor will be doing in Canada, for how long and under what conditions.
- ☐ Ensure that those invited have such letters in their possession when arriving at a port of entry.

The CAUT Monograph Series, a vehicle for publishing titles on questions of concern to Canadian academics, has been given new life and a new name — the CAUT University Library.

With a fresh approach to appeal to a more general readership and a new editorial board (to be put in place by the summer), the CAUT University Library series holds the promise of making a valuable contribution to the field of academic publishing.

The series got its start ten years ago when the CAUT executive committee accepted the proposal that the Association sponsor a series of monographs, beginning but not necessarily limited to, studies of women in Canadian universities. An *ad hoc* advisory editorial board met in Ottawa in September, 1972, to consider the proposal. Its members were Naomi Griffiths, now dean of arts at Carleton University, Jill Conway, since elevated to the presidency of Smith College, Alwyn Berland, now professor of English at McMaster University, and Karl Friedman and Evelyn Moore, both of Calgary. The result was that the CAUT launched a series of monographs, with Naomi Griffiths as the first general editor. Professor Griffiths held the position for the following seven years.

In 1975, the Toronto firm of Clarke Irwin agreed to act as publisher, with the proviso that the monographs receive some subsidy. Yet, there was general optimism. In a release titled "Vision into Reality" Professor Griffiths reported that three volumes were on their way, and might be expected soon in the bookstores. The series was to make possible "the publication of readable, credible books, speaking on a national level, on matters such as teacher evaluation in universities, the status of academic women in Canada, the idea of 'Academic Freedom', the question of federal-provincial funding and Canadian universities, the question of the professional

Professor Evans is with the Department of English at the University of British Columbia.

BARGAINING TALK NÉGOCIATIONS

by Howard Snow, Professional Officer, Collective Bargaining

In the annual cycle of collective bargaining, the level of activity is now clearly on the increase. Negotiating activity has increased considerably over the last two months, organizational activity continues, and there have been two important cases of court involvement in university affairs.

Organizational activity

In the last column I reported that the University of Toronto Faculty Association had negotiated a system of mediation/arbitration to be used in determining salaries and related matters during the next two years. Under this system, one person was to be appointed with directions to attempt mediation first and then, failing a settlement, to act as arbitrator making a decision on all the outstanding matters.

The Governing Council at the University of Toronto (a body which combines powers normally shared between the Board of Governors and Senate at other universities) has not ratified it in the two months following negotiations. Instead, Governing Council approved "in principle" the notion of arbitration but, expressing some doubt about its legality, deferred implementation of the scheme until the resolution of the alleged legal conflict. There are numerous legal opinions, one of which suggests some illegality in arbitrating.

Meanwhile, the Faculty Association has declared its unwillingness to negotiate under any terms other than the mediation/arbitration system negotiated with representatives of the President of the University of Toronto. Negotiations thus are being held in abeyance until this conflict is resolved.

Newspaper reports on the debate at Governing Council would seem to suggest the opposition is more one based on principle than the legalities, and that the legal issue is being used as an excuse.

If I might be permitted two editorial comments: (1) If you put any question to enough lawyers you can get an opinion to support the position you are advocating; (2) If arbitration is illegal at Toronto, it is also illegal at all the other universities, whether the Faculty Associations are certified or not.

The University of Guelph Faculty Association has been actively organizing for negotiations with the administration to establish a special plan relationship. Numerous committees have been studying various topics and draft provisions for the agreement have been prepared. They hope to be at the table soon. It is still not clear what position the employer will take with respect to the special plan arrangement being sought by the Faculty Association.

The certification hearings at Mount Allison continue to drag on as the Board of Regents argues that each and every faculty member at Mount Allison is a manager under the New Brunswick Act. One of the more recent forays in this case was a request by the Board of Regents to the Industrial Relations Board that the whole matter be referred to the Court of Appeal in New Brunswick. No doubt such a referral would take additional years and would be much in the interest of the Board of Regents. This request was opposed by the Faculty Association.

During the second week in February the Board of Regents did manage to finish its case and in rather short order the Faculty Association submitted all of its evidence. The Industrial Relations Board has requested written briefs and a decision is expected sometime this spring.

At Dalhousie University, the Faculty Association has represented two units — the Faculty/Librarian unit and a separate Instructors unit. In recent applications to the Nova

Scotia Labour Relations Board, the employer sought numerous exclusions and the union sought the merger of the two units. The Labour Relations Board dealt first with the merger issue and ruled that the two units should be merged. It now must deal with the issue of exclusions.

The Association at Brock held an informational meeting on certification in early February.

Judicial review of university tenure decisions

Two decisions released by the Ontario Courts in December considerably strengthen the hands of faculty in attempting to ensure fair consideration of career decisions and in particular tenure decisions.

In one, the Paine decision involving the University of Toronto, the Ontario Court of Appeal decided that the prerogative writs were available for reviewing tenure decisions. Thus the courts, taking note of the element of public employment and support by the statute involved in these matters, will enforce some measure of fairness through essential procedural requirements on the university in carrying out various functions with respect to tenure cases.

The Court then went on to consider whether or not fairness had been met in the Paine case and concluded that, in the circumstances, having a member of the Tenure Committee who had announced in advance that Mr. Paine was not a suitable candidate was not unfair. The Court concluded that at the end of the day Mr. Paine was not treated with such manifest unfairness as to call for intervention by the Court. The Court took particular note of the fact that there had been two Tenure Appeal Committees before in which this same issue was argued and that both Tenure Appeal Committees had rejected the argument. An appeal to the Supreme Court of Canada will probably be attempted.

In another case involving Lakehead University arising prior to their collective agreement, the Court set aside a decision denying tenure to Professor Ruiperez. Professor Ruiperez had not been informed of the case against him at the appeal level and was not given an opportunity to appear before the ultimate decision maker, the Executive Committee of the Board of Governors. Nor was he given an opportunity to respond to information detrimental to him. The Court concluded that Professor Ruiperez had not been made aware of the nature of all of the detrimental information that was considered in arriving at a decision denying tenure and had been denied an opportunity to be heard either orally or in writing by the Executive Committee. This, it concluded, constituted procedural unfairness.

The two cases make it clear that the Courts will intervene to correct "manifest unfairness". It is not clear what the Courts will view as manifest unfairness. The best solution obviously is to negotiate procedures internally which are fair. These cases should give assistance to associations seeking to do that since, in the absence of fair procedures internally, faculty members now have access to the Courts.

Negotiating

There has been a fair bit of negotiating getting underway as the annual round of bargaining heats up. Among the early settlements is one at the University of Alberta where a final offer selector chose the offer of the Board of Governors. The matter being arbitrated was essentially money and the Board offer totaled approximately 13.5%, together with increments and other minor changes. At Carleton, a tentative agreement for a three year period was reached in direct negotiations. At Concordia and Winnipeg, the Associations continue the pursuit of first agreements. At Athabasca, negotiations with respect to the movement of the University continue with steady progress reported, although the deadline has had to be extended twice.

Miscellaneous

OCUFA held a well attended bargaining conference in Toronto in late January. CAUT's Collective Bargaining and Academic Freedom and Tenure Committees have agreed on a model clause on sexual harassment which will go to the Board at its March meeting. The two committees, together with the Status of Women committee, will also likely have changes to the CAUT Guideline on Sexual Harassment ready for Council. The CAUT Collective Bargaining Conference will be held in late June and, as I indicated in an earlier column, will be "bigger and better". CAUT also offers local training programs in grievance handling and verbal skills.

ACADEMIC VACANCY

Department: Religious Studies

Title of Position: Sessional Lecturer (Intercession May 2 — June 15, 1983)

Qualifications Required: Ph.D. in Biblical Languages and Literature with contemporary hermeneutical principles preferred.

Nature of Duties: To teach Introductory course in the Bible

Salary Offered: \$3,810 plus probable union negotiated increment; also, \$500. living allowance and 1 return airfare.

Application Procedures: Applications with curriculum vitae and names of three referees to be submitted to:

Mr. Dan Pakulak
Continuing Education
Lakehead University
Thunder Bay, Ontario
P7B 5E1

Deadline for Application: May 31, 1982

NOTE: Canadian citizens and landed immigrants will be given preference.

Lakehead University

SIMON FRASER UNIVERSITY



Dean of Business Administration

Simon Fraser University invites applications for the position of Dean of the Faculty of Business Administration. The appointment is normally for an initial term of 5 years and may be renewed. Applicants should have an established reputation as a teacher and researcher and successful administrative experience.

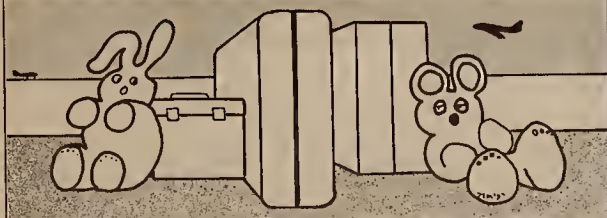
The Faculty of Business Administration will be established effective September 1, 1982. The present Department of Business Administration has 38 faculty and an enrolment of 1250 undergraduate students and 150 graduate students.

The appointment will commence September 1, 1982, if possible. Applications should be accompanied by a detailed curriculum vitae and the names of at least three referees. Applications should be submitted not later than April 30, 1982 to:

Dr. John Munro, Chairman
Search Committee for Dean of
Business Administration
Vice-President, Academic Office
Simon Fraser University
Burnaby, B.C. V5A 1S6

Taking children on sabbatical

by Donald S. Campbell



Tom McDonald

Taking children on sabbatical is like having them pack one of your suitcases. You arrive and unpack, not quite knowing what to expect. Because of this uncertainty, parents may approach a sabbatical with some apprehension about how their children will cope.

As with most statements about children and other people, popular beliefs in the form of broad generalizations do not hold up. For example, moving children does not necessarily lead to one or a combination of falling school achievement, aggressive behaviour, neurosis, learning disorders or social adjustment difficulties.

It is apparent that many factors are involved in the child's adjustment other than simply mobility, such as: discrepancy between home and a new setting in language, customs and school climate; the attitudes of parents toward uprooting; a new employer and the importance of their children's education; and characteristics of the children such as their independence, maturity and academic ability.

Children who are reasonably mature and independent for their age and who have a history of solid school achievement will likely not be hampered by a year or two away from home. Indeed, they may thrive on it. Should you not have perfect children, the main variables parents need to be concerned about are cultural distance and family attitude.

The greater the cultural distance between home and the scholar's nirvana, the greater the likelihood of distressing consequences

for children. However, these effects can be moderated by insulating children against large and sudden changes. For example, if the language and customs of the destination country are foreign and if the child has little or no familiarity with either, parents might be well advised to establish residence in a like-speaking community and to locate a school within this community. Such a decision may be an anathema to those parents who look forward to breaking their ethnocentric bounds and who believe the same treatment will be "good for" their children. You will not likely find them sympathetic; it is the nature of most children to be unbearably ethnocentric.

There may also be insulating value in family size. The larger the family, the more available a buffer against the unknown. Of course, this suggestion is of little value to parents who have not planned for their sabbatical long in advance.

Other family characteristics can influence the impact of mobility on children, and attitude plays a major role. When both parents show an obvious enthusiasm for the sabbatical move, for the family's new residence (and, if applicable, employer) and for the exciting educational opportunities for the entire family, children may become a part of a self-fulfilling prophecy: Should one parent waver, the bubble may burst. Children's expectations will turn negative and they will long for the securities of home.

As romantic, enlightening or exciting as we choose to believe sabbaticals are, most veterans of the quest will tell you they rate fairly high on the stress meter. If children perceive stress in parents, they will likely add more than their fair share. From what my wife and I have read and from our own experiences we offer a few suggestions to parents who may be apprehensive:

- Encourage your children to participate and to share in the planning of your sabbatical.
- Maximize enthusiasm, minimize dissension.
- Prepare children without alarming them for possible difficulties they may encounter and discuss ways of meeting them.
- Assess your children's ability to cope with the degree of language and cultural differences associated with your move and decide how you can moderate their impact.
- Be willing to let your children bail out of school for a few days (without guilt) if the going gets rough. Take a trip.
- Consider everyone's need for personal space. Can all of you really thrive in a camper or closet flat for a sustained period of time? Spending for space may be a good investment.

Professor Campbell is with the Faculty of Education at Queen's University.

McGill University Department of Mechanical Engineering

The Department of Mechanical Engineering, McGill University, announces an opening for an Undergraduate Student to work in the summer (1 May - 31 August 1982).

The main duties will be: To carry out theoretical and experimental investigations into problems in transient combustion dynamics as they pertain to hazards posed by handling, storage and transport of volatile gaseous materials.

Salary: \$850/month

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Arrange interviews through:

Prof. R. Knystautas
Department of Mechanical Engineering
McGill University
817 Sherbrooke St. W.
Montreal, P.Q.
H3A 2K6
Tel: (514) 392-5464

UNIVERSITE DE MONCTON CENTRE UNIVERSITAIRE DE MONCTON

Titulaire de la Chaire d'Etudes Acadiennes

L'Université de Moncton sollicite des candidatures (ou mises en nomination) au poste de titulaire de sa nouvelle Chaire d'études acadiennes, laquelle est rattachée à la Faculté des études supérieures et de la recherche.

Le titulaire de la Chaire assumera la responsabilité de certains cours et de certains programmes d'études dans le domaine des études acadiennes, en plus de promouvoir des activités de recherche portant sur le fait acadien et d'assurer une liaison soutenue avec les universités et les savants qui s'intéressent aux études acadiennes.

Le titulaire se sera acquis une réputation d'érudit dans une discipline lui permettant de contribuer efficacement dans le champ d'études précité. Il ajoutera aux connaissances et aux qualités requises pour s'acquitter de sa tâche, l'expérience de travail normalement exigée d'une personne qui accède à un échelon supérieur à l'Université.

Conscient de l'importance du poste, l'Université a établi un fonds de dotation qui puisse assurer au titulaire une rémunération nettement suffisante pour correspondre aux exigences du poste.

Le titulaire jouira des bénéfices marginaux accordés aux professeurs permanents de l'Université et aura accès à des ressources financières adéquates pour mener ses projets à terme.

Le titulaire de la Chaire d'études acadiennes a un mandat renouvelable ne dépassant pas cinq (5) ans. L'entrée en fonction est prévue le 1er juillet 1982.

Les candidatures (ou mise en nomination) devront être expédiées avant le 1er juin 1982 à:



Monsieur Léonard J. LeBlanc
Vice-recteur à l'enseignement
et à la recherche
Université de Moncton
Moncton, Nouveau-Brunswick
E1A 3E9

Department of Economics

The department of Economics, Lakehead University, invites applications for a full-time term appointment, rank and field of expertise are open, commencing July 1, 1982. Ph.D. or near completion. Duties include undergraduate and graduate teaching and research.

Salary commensurate with qualifications and experience. Canadians and landed immigrants will be given preference.

Department of Sociology

The Department of Sociology Lakehead University, invites applications for two term appointments commencing July 1, 1982.

Ph.D. or near completion. Applicants with an active interest in theory of social change and development in hinterland regions of Canada will be given preference. Salary commensurate with qualifications and experience. Canadians and landed immigrants will be given preference.

Applications with CV and names of three referees should be forwarded to Donald E. Ayre, Secretary of the University, Lakehead University, Thunder Bay, Ontario P7B 5E1.

Lakehead University

'Academic competencies' as defined in new project of College Board

WASHINGTON

Following are the definitions of "academic competencies" — abilities students need to do college work — prepared in the first phase of the College Board's "Project EQuality".

Reading Competencies

- The ability to identify and comprehend the main and subordinate ideas in a written work and to summarize the ideas in one's own words.
- The ability to recognize different purposes and methods of writing; to identify a writer's point of view and tone; and to interpret a writer's meaning inferentially as well as literally.
- The ability to separate one's personal opinions and assumptions from a writer's.
- The ability to vary one's reading speed and method (survey, skim, review, question, and master) according to the type of material and one's purpose for reading.
- The ability to use the features of books and other reference materials, such as table of contents, preface, introduction, titles and subtitles, index, glossary, appendix, and bibliography.
- The ability to define unfamiliar words by decoding, using contextual clues, or by using a dictionary.

Writing Competencies

- The ability to conceive ideas about a topic for the purpose of writing.
- The ability to organize, select, and relate ideas and to outline and develop them in coherent paragraphs.
- The ability to write Standard English sentences with correct sentence structure; verb forms; punctuation, capitalization, possessives, plural forms, and other matters of mechanics; word choice and spelling.
- The ability to vary one's writing style, including vocabulary and sentence structure, for different readers and purposes.
- The ability to improve one's own writing by restructuring, correcting errors, and rewriting.
- The ability to gather information from primary and secondary sources; to write a report using this research; to quote, paraphrase, and summarize accurately; and to cite sources properly.

Speaking and Listening Competencies

- The ability to engage critically and constructively in the exchange of ideas, particularly during class discussions and conferences with instructors.
- The ability to answer and ask questions coherently and concisely, and to follow spoken instructions.
- The ability to identify and comprehend the main and subordinate ideas in lectures and discussions, and to report accurately what others have said.
- The ability to conceive and develop ideas about a topic for the purpose of speaking to a group; to choose and organize related ideas; to present them clearly in Standard English, and to evaluate similar presentations by others.
- The ability to vary one's use of spoken language to suit different situations.

Mathematical Competencies

- The ability to perform, with reasonable accuracy, the computations of addition, subtraction, multiplication, and division using natural numbers, fractions, decimals, and integers.
- The ability to make and use measurements in both traditional and metric units.
- The ability to use effectively the mathematics of: integers, fractions, and

decimals; ratios, proportions, and percentages; roots and powers; algebra; geometry.

- The ability to make estimates and approximations, and to judge the reasonableness of a result.
- The ability to formulate and solve a problem in mathematical terms.
- The ability to select and use appropriate approaches and tools in solving problems (mental computation, trial and error, paper-and-pencil techniques, calculator, and computer).
- The ability to use elementary concepts of probability and statistics.

Reasoning Competencies

- The ability to identify and formulate problems, as well as the ability to propose and evaluate ways to solve them.
- The ability to recognize and use inductive and deductive reasoning, and to recognize fallacies in reasoning.
- The ability to draw reasonable conclusions from information found in various sources, whether written, spoken, tabular, or graphic, and to defend one's conclusions rationally.
- The ability to comprehend, develop, and use concepts and generalizations.
- The ability to distinguish between fact and opinion.

Studying Competencies

This set of abilities is different in kind from those which precede it. They are set forth here because they constitute the key abilities in learning how to learn. Successful study skills are necessary for acquiring the other five competencies as well as for achieving the desired outcomes. Students are unlikely to be efficient in any part of their work without them.

One further difference must be expressed: Activities related to acquiring the basic studying competencies will fail unless students bear in mind the role of their attitude in the learning process. That attitude should encompass a sense of personal responsibility for one's own progress; a desire to make full use of the teacher as a resource, and a willingness to conduct themselves in ways that make learning possible for their classmates as well as themselves.

- The ability to set study goals and priorities consistent with stated course objectives and one's own progress, to establish surroundings and habits conducive to learning independently or with others, and to follow a schedule that accounts for both short- and long-term projects.

● The ability to locate and use resources external to the classroom (for example, libraries, computers, interviews, and direct observation), and to incorporate knowledge from such sources into the learning process.

- The ability to develop and use general and specialized vocabularies, and to use them for reading, writing, speaking, listening, computing, and studying.

● The ability to prepare for various types of examinations and to devise strategies for pacing, attempting or omitting questions, thinking, writing, and editing according to the type of examination; to satisfy other assessments of learning in meeting course objectives such as laboratory performance, class participation, simulation, and products of students' evaluation.

- The ability to accept constructive criticism and learn from it.

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Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world. Whereas, disregard, and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people. Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of the law. Whereas it is



The three "R's" in Soviet academe

Red tape, rules, and repression

by Boris M. Schein

The scientific concept of dictatorship means neither more nor less than unlimited power, resting directly on force, not limited by anything, not restricted by any laws, nor any absolute rules. Nothing else but that.

V.I. Lenin

The word "freedom" has a different meaning for people living in a western society from those living in a communist state. In the West, the word suggests an absence of necessity, coercion, repression or constraint in choice. In the Soviet Union, on the other hand, Marxism defines freedom as "the recognition of necessity".

My observations on academic "freedom" in the Soviet Union are based on my own life experience, which includes 19 years of teaching in a Soviet university. I am a mathematician. While the situation for those working in fields other than mathematics is similar to the one I will describe, there are some significant differences. In a certain sense, the lot of mathematicians is considerably better than that of academics in other fields. When one moves from the humanities to the natural sciences and then to mathematics, one can observe a lessening of ideological pressure. A mathematician need not whisper and think twice before disclosing his opinion on strictly mathematical problems — a situation unheard of in the humanities.

Of course, it has not always been this way. A famous Soviet mathematician, L.G. Schnirelmann, committed suicide in 1935 because he was ordered by secret police to inform them on private opinions and conversations of his colleagues; he knew only too well how dangerous it was not to obey. Another well-known mathematician, A. J. Khintschine, was hounded by Party authorities because, in his lectures on probability theory at the University of Saratov, he referred to a theorem of a Japanese mathematician. This was in 1938, right after clashes between Soviet and Japanese armed forces in Outer Mongolia. The situation is better now, though one cannot be too careful. For example, it is unwise to refer to papers of those Soviet mathematicians who have decided to emigrate.

Of course, entirely different criteria are applied if a mathematician chooses to express an opinion on a not strictly mathematical subject, as a long list of mathematicians detained in ordinary or psychiatric prisons in recent years shows.

Professor Schein was born in Moscow in 1938. He was educated at Saratov State University and at the University of Leningrad where he received a Ph.D. in Mathematics. From 1960 to 1979, he taught mathematics at Saratov State University.

In 1979, Professor Schein applied for emigration visas for himself and his family. As a result of this action, he was promptly fired from his job for "gross incompetence", stripped of his Soviet citizenship, and ordered to leave the country within six days. He is now a distinguished Professor of Mathematics at the University of Arkansas.

This is the second in a series of articles appearing in the Bulletin dealing with major issues relating to human rights and academic freedom. The articles focus on a number of countries with widely differing political, economic and social systems.

(A. Essenin-Volpin, Yu. Shikhanovich, L. Pliushch, R. Pimenov, I. Burnistrovich, A. Bolonkin, A. Shcharansky, T. Velikanova, V. Brailovsky, V. Bakhmin, I. Griwnina, A. Lavut and many others.)

The role of education in the USSR is essentially and profoundly political. Every aspect of education down to day-to-day functioning of the schools is under complete control, both direct and indirect, of the Communist Party of the Soviet Union (CPSU). The government executes the Party's decisions giving them "legal" form.

Political indoctrination starts with the kindergartens, where 3-4-year-olds are taught to shout "Glory to our beloved CPSU!" even before they understand what "CPSU" stands for. The process continues throughout one's life. When I was a university student (1955-60), about a third of all class time was devoted to Marxist subjects: history of the CPSU, political economy of capitalism — along with "Das Kapital" by K. Marx — and socialism, dialectical and historical materialism; all these courses were and are obligatory.

New courses are being added to the existing ones, and so my wife, who is younger than I, had to attend two additional courses: "Scientific Communism" and "Scientific Atheism." If a student fails to obtain a satisfactory grade in any one of these courses, he or she is expelled from the university.

In 1955-56, when I was a freshman, I had to attend classes on the revolutionary history of the Party and to pass two exams. In February, 1956, Khrushchev delivered his famous secret speech criticizing Stalin and as a consequence, the "history" was entirely rewritten; so, instead of the post-revolutionary period in the second year, we had to cover both pre- and post-revolutionary periods and pass two new exams.

When graduating from the university in 1960, I was obliged to pass the so-called "state exams" on mathematics and Party history. By that time, the "history" had changed again (mathematics, fortunately, had not), so, right before our exams, we underwent a crash course on this new

"history". The same happened all over the country.

The universities and other "institutes of higher learning" (I will refer to them all as "universities") with a few exceptions are under the jurisdiction of the Ministry of Higher Education of the USSR and Soviet republics.

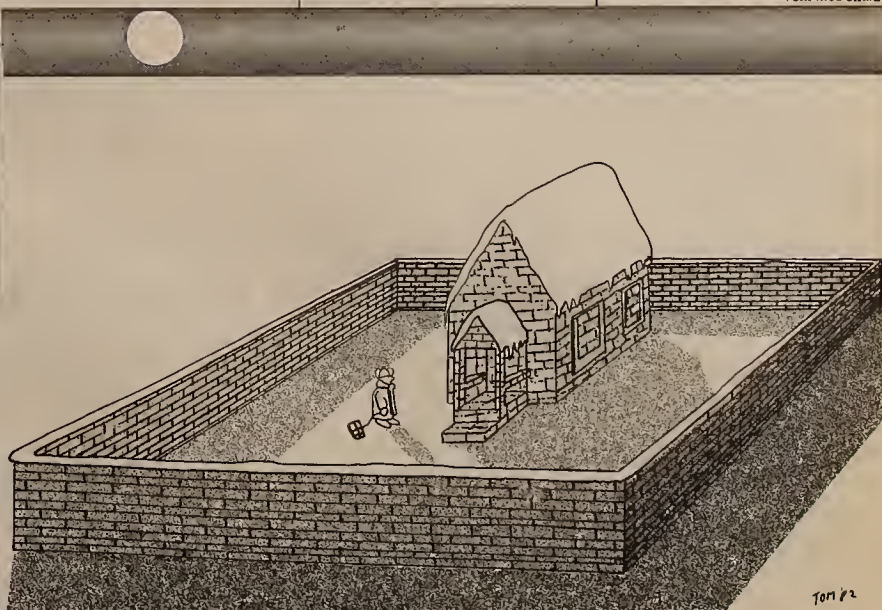
The main aims of the universities as laid down by Soviet law are:

- ☐ to train highly qualified specialists educated in the spirit of Marxism-Leninism;
- ☐ to carry out research that will contribute to building Communism;
- ☐ to produce textbooks and study aids;
- ☐ to train teachers and research workers;
- ☐ to provide advanced training for specialists with higher education;
- ☐ to disseminate scientific and political knowledge among the people propagating the latest decisions of the Party;
- ☐ to study the problems connected with the utilization of graduates and with improving their training.

The law is supplemented by oral instructions. For example, in September 1979, Dr. L. E. Borukhov, many times the head of our faculty Party organization, in his speech before our faculty, pointed out that our main goal was to bring up loyal Soviet citizens who would fight for their country in the new war. Education, he said, was our secondary goal.

Courses in most universities last for five years. Each year consists of two terms with

Tom McDonald





essential to promote the development of friendly relations between nations. *Whereas* the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom. *Whereas* Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms. *Whereas* a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge. *Now therefore, THE GENERAL*



two-week vacations in the winter and two months in the summer. Classes are six days a week, usually six hours a day, and attendance is compulsory. For admission to one of the "faculties" of a university, a student must produce a good reference from the administration and Party or Komsomol organization from his school or job, and pass four entry exams.

A greater part of the summer vacations is taken up with "a labour term", during which students must work as field-hands in agriculture or as unskilled workers at construction sites.

Graduates receive a diploma in their specific branch of knowledge. Its level is roughly equivalent to that of an M.A. or M.Sc. in North America. Graduates are then assigned for three years to a job in any part of the country. At the end of this time, they are free to seek employment in the area of their choice. This is the only way positions can be staffed in the remote or rural areas of the USSR. Students who have better political records receive more attractive job assignments.

University students are not drafted. Instead, they undergo military reserve training. This training includes the whole complex of subjects of an average junior officer — tactics, drill, military topography, marksmanship, co-ordination of various kinds of weapons, military actions in conditions of modern bacteriological, chemical, and nuclear warfare, internal organization of the U.S. armed forces, and so on. Students take exams in military subjects twice a year and undergo two months of field-training (wearing uniforms and carrying arms). They are then promoted to the rank of lieutenant and are integrated into the military reserve forces. For example, I was trained as a commander of a battery of howitzers.

At the head of each university is a Rector appointed and dismissed by the Ministry and the Party Central Committee. Each institution is divided into faculties (say, of mathematics, physics, chemistry, biology, geology, geography, history, and philology, as in my former university) and the faculties are headed by deans. Faculties are subdivided into "chairs" — algebra, calculus, functional analysis, and so on. There are a few "all-university chairs", and not belonging to any faculty, concerned with such areas as Marxist subjects, physical education and military training.

The Party statute states explicitly that the administration may decide all organization and staffing questions only in accordance with previous decisions made by the Party committee. Thus, the head of the university Party committee is a very important figure, sometimes more important than the Rector himself.

Each institution has a so-called "Special" or "First" Department. Its head is appointed by the KGB (secret police) and he and his staff are in charge of monitoring political loyalty and giving clearances to handle classified information.

All teaching plans and curricula are composed by the Ministry of Higher Education. At the advanced level, there is more variation, but curricula are still subject to ministerial approval. While the basic curriculum for each student is laid out, he may choose to attend additional classes.

There are two advanced academic degrees: Candidate of Sciences, which is roughly equivalent to a Ph.D., and a considerably more advanced degree of Doctor of Sciences (from the word *Ucheny*, meaning "learned"). A dissertation may be submitted for defence to any university — not necessarily one's own — which has the right to award the corresponding degree. To enter a graduate school for Ph.D.'s only, it is necessary to have a university diploma, and a positive reference from the Party

organization. Although only about 7 percent of the population are Party members, in this and in all other cases, Party political references are needed by everybody.

There are three entry exams: history of the CPSU, as interpreted at the time of the exam, a foreign language, and the student's specialty. In the three years of studies, the student must pass analogous exams in the three areas again, and then write a thesis. All main results of the thesis must be published at least a few months before it is defended.

All awards of academic degrees, and promotions to associate or full professors, are subject to confirmation by the Supreme Qualification Commission (the standard Russian abbreviation is "VAK"). The VAK is an arm of the Soviet government on a par with any Ministry, and its procedure is secret. VAK considers political records of persons proposed for advanced ranks and degrees; usually it also considers the merits of research and teaching work.

There is no academic tenure in Soviet universities. Every five years, each teacher must be re-appointed to his or her own position. The Party organization of his faculty or university must consider his political record and approve the re-appointment. After that, the teacher must be re-elected to his position by the faculty or university council. Usually these re-elections are nothing but a formality, so positions may be considered as "permanent" provided the Party and KGB approve your behaviour.

All citizens, and especially those responsible for education, are obliged "to raise their political consciousness and to master the progressive Marxist-Leninist theory" through their lifetime. To this end, they spend a couple of hours each week, or every two weeks, attending a "philosophy seminar" where, in turn, they must give talks praising "the wisdom of the Party, its Leninist Central Committee and, personally, dear Comrade Brezhnev", or any other comrade who happens to be in charge at that time. The phrase in quotation marks is a cliché.

Also, there are the so-called "evening universities of Marxism-Leninism" organized by the Party Obkom — usually, a few hours every week or two weeks — where university teachers, for two years, become students again. In my university, we were told that each of us, by his or her own free will, had to "graduate" from this "university". Since, naturally, nobody wanted to attend it and nobody dared to admit this openly, various excuses and pretexts were given. Consequently, it was decided that each year 15 to 20 percent of all teachers had to attend.

I attended such a "university" for a full year. Typically, the "students" passed the time grading their own students' papers, reading, or trying not to snore during the classes. When I inquired at my university as to what would happen in five years when everybody "graduated," I was told that we would start all over again. In five to six years, I would have to repeat the complete "course of Marxist sciences."

Another form of "political education", organized a few times each academic year by the Party organization, consists of "spontaneous meetings" of faculty and staff "to support with enthusiasm wise measures of our dear Party and Soviet government." The reasons for the meetings were: "to help help" to an East European country, "indignation at slanderous statements of Academician Andrei Sakharov". It goes without saying that practically no-one has ever read the statements; just for having a copy one can be sentenced to up to three years in forced labour camps; privately almost everybody admires and supports Sakharov.

By law, one of the main duties of the university teacher, in every field of knowledge, is spreading Communist propaganda among students. Teachers must also give public lectures at factories and in villages explaining the deep wisdom of any latest decision of the Party and Government. The law also requires university professors and research workers to go "to help harvest" in the fields, to sort out good potatoes from the rotten or frozen ones with bare hands, to help kolkhoz' sheep during lambing-time, and to assist in other places where unskilled labour is needed. When students are sent to the fields, it is the teachers who are ordered to be their slave-drivers.

Free access to information is extremely important in research work. With very few exceptions (usually in Moscow or Leningrad), Soviet university libraries have acute shortages of foreign literature. There is no free access to library bookshelves for an obvious reason: one should not have access to "non-recommended literature." It is necessary to give the catalog number of a book to a librarian, and then, after some time (in big libraries it may be the next day), the book may be produced. I remember how the index cards of certain books disappeared, reappeared, and disappeared again in the catalog of our university library, all in accordance with the latest index of proscribed books.

A mathematics professor related how, in the Lenin library in Moscow, he tried to get the Kinsey report on sexual behaviour of humans. First he was told that, as a

mathematician, he did not need the book. When he pointed out that he needed some of the data in the book for his research, he was told that he could not see the book because it could cause sexual depravity. He was 76 years old.

Foreign newspapers and magazines — except for a few Communist ones which also often disappear — are inaccessible and Soviet newspapers published more than two to three years ago are only available upon special request from one's place of work.

Ours was one of the best provincial university libraries in the USSR. However, the amount of hard currency the Ministry allotted us was constantly decreasing. First we had to stop ordering foreign books and then discontinue subscriptions to more and more journals. All orders had to be approved by the Ministry and, when the publications arrived, they were first read by special censors.

Many foreign libraries asked us to send them our university publications. Usually, our library approached the Ministry in Moscow for permission. In exchange, we would receive some Western books. However, after the Ministry informed us that we could not send our publications abroad without Moscow's permission, our Rector ordered a stop to all exchanges, first with capitalist, and then with Communist countries. He did not want to take responsibility for the exchange himself.

There are very few photocopying machines in Russia, and there is no free access to them. They are closely watched by the secret police, and it is almost impossible



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HEAD APPLIED MATHEMATICS TECHNOLOGY

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ASSEMBLY proclaims This Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction. **Article 1:** All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.



to make required photocopies, the red tape is tremendous. Some copies may be ordered from Moscow, with the delivery taking a few months. The price is rather high by Soviet standards and one must pay from one's own pocket as the universities usually do not have money to cover such costs.

It is possible to ask a foreign author for reprints. However, even though such an act is not as deadly dangerous as it used to be, correspondence with foreign countries is very unadvisable. Of course, all outgoing and incoming foreign mail is opened by the KGB. I do not have space here to relate my own long experience. An interested reader can refer to an English translation of a book written by a Soviet biologist (which was never published in Russia) on this subject.¹

"Objectionable" (by the KGB standards) letters usually disappear. One of my Moscow friends was summoned to the Central Post Office in Moscow and told that, in his letter destined for overseas, he gave a too detailed proof of a theorem in group theory. The letter was returned in an impeccably sealed envelope.

Once I was summoned to our First Department, where its head informed me that I had too extensive foreign correspondence. It was difficult for them to control it, he said, because only my home address was used. In fact, there were cases where foreign mail addressed to my home was delivered to me at my university. He then announced that, in future, I had to use the university address and always give them my letters translated in Russian for ap-

proval. Upon arrival, they would mail them. "Of course, we have a Constitution, freedoms, and all such things," he said. "But we must control our workers. If you don't comply, you will be summoned to another place, and these people will speak with you differently. Now, I am not threatening you and not ordering you. This is just a friendly chat. Dismissed."

The friendly chat had no effect on me. In a few weeks time, I stopped getting any foreign mail at all; even mathematical journals paid for by my foreign friends disappeared. Whatever I mailed disappeared. I know of at least three occasions where my sealed registered airmail letters to the United States were delivered without their original contents. In their place, my addressees found Lenin's pamphlets in Russian, published in Moscow.

To publish a paper, an author must first submit two carbon copies — photocopies are unavailable — to the "Expert Committee" of his or her faculty. The committee is headed by the dean, and the First Department head is one of its members. It must issue a signed resolution two to three pages long that the paper does not reveal any data forbidden to be disclosed in print, by radio or TV, and that it cannot be used against the interests of the state; this phrase is intentionally vague, as the "interests" are not defined. Only then may it be openly published. It is much easier to get this statement if one is a pure mathematician. The author then signs a similar affidavit with his consent to be criminally prosecuted if anything in the paper turns out to be for-

bidden for print. The committee returns one copy of the paper. It and a second copy, plus the committee's conclusion and affidavit, may be sent to a journal.

If and when it is accepted for publication, the paper and the accompanying documents go to a state censor whose permission is necessary before the manuscript is composed, printed and distributed. The censor must read the text three times, each time keeping a copy to compare it with the text he has already read.

There is a myriad of secret instructions concerning mailing books or reprints of your papers abroad, forming a tangled self-contradictory system of permanently changing rules. Formally speaking, you may mail whatever you like; the problem is, will what you send be delivered.

Up to 1978, I had been mailing my university mathematical publications to "The Mathematical Reviews" (U.S.A.). In 1978, a few days after I mailed my manuscript, it was returned to me. I was shown a postal rule stating that post offices are not permitted to deliver abroad printed matter damaging to the interests of the Soviet state. When I inquired as to why mathematical books which had passed censors and were sold in the bookshop were damaging, a high postal official answered: "Every printed word undermines the Soviet power. Go to the First Department at your work place. If they mail the books, then we will accept them." After my numerous complaints to the Ministry of Communications in Moscow were ignored, I threatened to publicize the whole incident in the West, and the Ministry immediately replied that I could mail abroad any books sold in bookshops.

It is extremely difficult to submit a paper to a foreign journal. The procedure starts as with a paper submitted to a Soviet journal. The university concerned must mail all the documents to the Ministry explaining why the paper must be sent abroad. The highest body of censors (Glavlit) in Moscow must then examine the manuscript, and so on.

I remember how, three months after I had mailed by air a registered first class letter to the United States, I was summoned to our General Post Office. My letter was returned and I was shown a directive to the head of the Post Office from the International General Post Office in Moscow: "A manuscript has been found in this mailing. Return it to the sender and explain the rules to him." I was told that only the First Department at the Author's place of work might mail the manuscript abroad. In vain did I explain to them, to Moscow, and to the Ministry that I was returning a manuscript which I had received from a mathematician in Illinois, and that backward American universities might have no First Departments. Each time the reply was the same: "Show us a written permission from the author's First Department."

One of the most painful aspects of academic life in the USSR is the unequal treatment of people belonging to different ethnic groups. Here, I will consider only discriminatory measures taken against Jews. Such measures have been well publicized in the West. The reader may refer to various documents distributed by the Committee of Concerned Scientists, New York, especially the pamphlet "Intellectual Genocide" by two Soviet authors, *The Role of the Jewish Question in the Soviet Union*, a statement by Andrei Sakharov and other materials included as an appendix to the above footnote; and various materials published in the "Notices of the American Mathematical Society". I can testify that all the data included in these publications is completely trustworthy and reliable. Readers who are interested in the persecu-

tion of other ethnic groups in the U.S.S.R. are advised to read the English translation of *Manipulated Science*.²

In what follows, "Jew" or "Jewish" has no religious connotations; it denotes a person for whom at least one parent, or sometimes even grandparent, is an ethnic Jew, notwithstanding any other ethnic nationality which may be mentioned in this person's internal Soviet passport. The striking similarity with the definition of a "Jew" under the Nuremberg Laws of Nazi Germany is purely coincidental.

Right now, it is extremely difficult for a Jew even to enter a Soviet University. And the situation is deteriorating very rapidly. To simplify the task of finding out whether an applicant is a Jew, he is asked to indicate in his autobiography the first names of his parents and grandparents (patronymics of his parents). If his name does not sound right, he does not look right, or he is called a Jew in his documents, he is given "Special exams"; for example, in mathematics he may be given only 10 or 15 minutes to solve problems from an International Mathematical Olympiad.

According to Soviet statistics, there were 111,900 Jewish students in Soviet universities in 1968; 105,800 in 1970; 88,500 in 1972; 66,900 in 1976; 44,000 in 1978. At the same time, general enrolment grew. In 1958, Jews constituted 4 per cent of all students, in 1976 less than 1.4 percent, in 1978 less than 0.9 percent. It is instructive to compare this with the situation in Tsarist Russia which had official anti-semitic laws (in particular, the infamous "Numerus Clausus" restricting access of Jews to education). In 1911, Jews comprised 9.2 percent of students at Russian universities. A "Jew" referred to a person of Jewish religion; the persecution stopped when one changed his religion.

The number of Jews working on their Ph.D. theses has dropped even more dramatically. Even if a Jew defends his thesis, VAK (the governmental body approving degrees), will turn him down. At first, only Doctoral dissertations were affected; the officially stated reason was "bad quality".³ Then VAK started to turn down Candidate theses of Jews. The next step involved turning down Jewish theses during the defence: all reports very positive, no criticism, negative secret ballot, no explanations. Moscow University is especially notorious in this respect.

It is very difficult for a Jew to have a paper published. One example should suffice. The most prestigious Soviet mathematical journal "Matematicheskii Sbornik" does not publish "Jewish" papers. The American Mathematical Society, which translates the journal into English and distributes it all over the world, has protested against this racist policy. However, the AMS is making good money on translations, so the editors would never discontinue the journal, racism or no racism; so the AMS has not been vouchsafed any reply. As a KGB officer in my city said at a meeting of teachers, the AMS is nothing but a cover for the CIA.

The number of Jews invited to domestic mathematical conferences is very limited. Recently, for the first time in all Soviet history, a number of top-level conferences were entirely "Judenfrei".⁴

Even for non-Jews, it is extremely difficult to visit a foreign country, even a Communist one. One of the reasons for this, I was repeatedly told by the authorities, is that the main goal of scientific exchange is to get as much information from abroad as possible while releasing as little as possible in exchange. An individual cannot go abroad merely because he may want to. He must be "sent abroad" by a governmental agency. The procedure,



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Article 2: Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing, or under any other limitation of sovereignty. **Article 3:** Everyone has the right to life, liberty, and security of person. **Article 4:** No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms. **Article 5:** No one shall be subjected to torture or



which includes the Party and KGB references on the applicant, is extremely long and almost always leads to nothing.³ Even attendance at domestic conferences to which foreigners have been invited has been drastically limited in recent years. A special clearance is needed, and information about such conferences is not widely publicized.

The difficulty of getting to the West even once in a lifetime is so great that if a person is allowed to visit there, it enhances his prestige in the USSR enormously. Such a visit is more valued as a reward than to be decorated with an order. Thus, such visits are widely used to reward people for serving the regime, especially since it costs the government nothing because the foreign side covers expenses. The VAK Expert Committee in Mathematics, which systematically turns down Jewish dissertations, has two experts in algebra: Professors A. N. Andrianov (Leningrad) and Yu. E. Ershov (Novosibirsk). Andrianov is an

editor of "Matematicheskii Sbornik", which does not publish papers of Jews. Ershov is an organizer of domestic conferences where the participation of Jews is severely limited.

In 1980, Ershov was allowed to celebrate his 40th birthday in the United States with the Fulbright Foundation supporting him for four months. A number of prominent mathematicians at the University of California-Berkeley and MIT protested his visit and boycotted his lectures. Andrianov is visiting Queen's University in Ontario this academic year. I do not know if he is supported by Canadian taxpayers or from other sources.

For a few years, Dr. V. V. Fedorchuk of Moscow University headed the entry examination committee in mathematics. During that time, he went to considerable trouble to make sure that Jewish applicants were turned down, devoting much time to examining many of them personally. This devotion was duly rewarded. At the end of

1980, he was allowed to spend a few months at the University of Wisconsin, Madison. American taxpayers paid for the privilege.

My readers may have noticed that I have avoided using the term "academic freedom" in this article. As I have said, "freedom" in the Soviet Union means "the recognition of necessity". When one adheres to this definition, it is clear that few countries can match the level of "freedom" — academic or otherwise — found in the U.S.S.R.

Yet there remains the dilemma of the prisoner who wants to escape but recognizes the deplorable necessity of serving his term.

References

While all the examples given in this article are from my own experience (for obvious reasons, I could not refer directly to other Soviet Citizens), I have chosen only those examples which are very typical. Limita-

tions of length have prevented me from including here a lot of relevant information. I refer my readers to English translations of the following books written by Russian scientists and a Russian science journalist. They contain a great deal of factual information which is familiar to anyone belonging to the Soviet academic community, but which may be of interest to Western readers:

1. Zhores Medvedev. *The Medvedev papers: Fruitful meetings between scientists of the world: and, Secrecy of correspondence is guaranteed by law.* London, Macmillan, 1971.
2. Grigori Freiman. *It seems I am a Jew* (with a statement by Andrei Sakharov) Carbondale, Southern Illinois University Press (also London, Feffer & Simons, Inc.) 1980.
3. Mark Popovsky, *Manipulated Science*, London, Overseas Publications Interchange Ltd., 1978.

Turkey tightens rein on universities

Despite continued resistance in universities, Turkey has begun to carry out a new Higher Education Law aimed at bringing profound changes to academic life.

Turkey's military rulers, who seized power on Sept. 12, 1980, generally thought from the outset that the autonomous universities were responsible for much of the political chaos in the country. They

were determined to bring them under closer control.

The new law puts all universities, academies and other institutions of higher education under the direction of a single Higher Education Council. A large majority of the 25-member council is appointed by the authorities.

"The new law was necessary to break up the academic closed shops of the past and

shake up set traditions," Professor Ihsan Dogramaci, chairman of the new council, said in a recent interview.

"Under the old Higher Education Law, people were inclined to be lazy, and now they'll be obliged to work."

Prof. Dogramaci, who is one of the chief architects of the new law, outlined the main provisions at an international symposium here last month on higher education.

Under the new system, he said, the Higher Education Council is empowered to make all major decisions, such as determining the growth of universities, preparing budgets and establishing a "balanced ratio" of professors, associate professors and assistant professors.

The university senate, the main policy-making body, can draft regulations concerning the organization of departments as well as teaching, training, research, curriculum and administrative matters that do not contradict the Higher Education Law, he said. The senate is headed by the univer-

sity rector, who is appointed by the head of state.

A major change in the new law is in the system of faculty appointments. Prof. Dogramaci says. Under the new law, a candidate to be a professor must serve at least three years away from his own university before he can apply for the post. Higher Education Council will ask universities with an excess of teachers to send them to those schools with shortages. If there are no applicants, the vacant posts will be filled by lottery.

Another innovation is that Turkey's Government universities will charge, subject to the approval of the council, tuition of up to 20 per cent of the yearly expenditures for students.

A commission of five professors from Ankara University's law faculty drafted a critical analysis of the new law.

The law professors criticized the powers and composition of the Higher Education Council, through which the Government could intervene directly in university affairs. They also denounced the absence of job security and the downgrading of scientific research. They concluded that "fundamental changes of principle are necessary in the new law."

"Universities are not barracks," Mumtaz Soysal, professor of political science at Ankara University, said.

New York Times Staff

Guatemala, El Salvador worst human rights offenders

A research group says the governments of Guatemala and El Salvador were the worst human rights offenders in the Western Hemisphere during the last year.

The two caused more than 21,000 civilian deaths in that time, says the non-profit Council on Hemispheric Affairs.

In its annual report, the council also criticized the Reagan administration for a hands-off approach to hemispheric civil liberties that it said has "sparked an alarming rise in violations across the entire region and had a catastrophic effect on the lives of Latin Americans in 1981."

The council expressed grave concern over human rights in 13 countries: Guatemala, El Salvador, Argentina, Chile, Uruguay, Bolivia, Paraguay, Haiti, Colombia, Cuba, Honduras, Guyana and the Caribbean island of Grenada.

It also reported problems in Peru, the Dominican Republic and Costa Rica, countries it said had previously had good human rights records.

In only three countries did the human rights record improve: Panama, Ecuador and Belize.

And while Venezuela had an excellent human rights rating for internal policies,

the government's growing ties with repressive right-wing regimes had tarnished its image.

Ecuador replaced Venezuela as the Latin American country with the best human rights record.

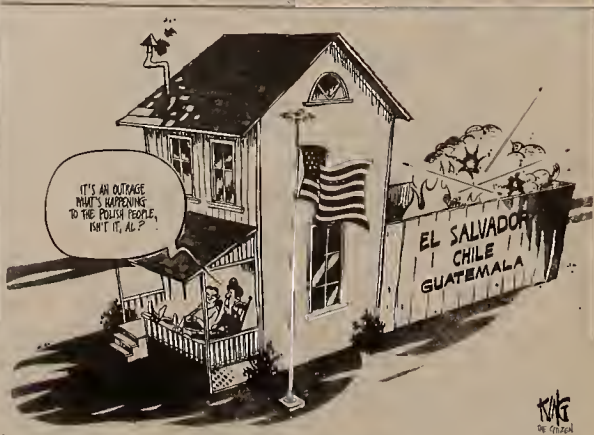
The report said at least 12,000 civilians, and possibly as many as 17,000, were killed in El Salvador in 1981, with the majority of deaths caused by the armed forces and right-wing death squads.

In Guatemala, it said, 9,000 people and possibly as many as 12,000 died in a government campaign to wipe out political opposition.

Paraguay, Uruguay and Guyana were called serious violators of human rights.

The report said the installation of ultra-conservative General Leopoldo Galtieri as president of Argentina could lead to an ominous year for human rights in Argentina, deemed the worst human rights offender by the council in 1977 and 1979.

The report said that in Colombia, a traditional democracy, 1981 saw a "frightening increase in arrests, torture, kidnapping and murder by security forces in rural areas."



Third World studies: paternalism or enlightenment

by Mohammad A. Qadeer

What is the status and extent of Third World studies in Canada? What purpose do institutionalized forms of Third World studies serve? Are they to find solutions to the problems of the Third World? Are they to educate the 'first world' about the Third World? Are they to produce 'experts' and advisors for export?

The answers to these questions form a convincing argument that Canada has more than enough of such programs. Given the nature and prevalence of institutionalized Third World studies in this country, in some cases they begin to resemble little more than an export industry.

With a relatively small population and few universities (73), Canada has a surprisingly large number of Third World studies programs. There are about 15 formal degree programs in Canadian universities which offer major or minor concentrations in Asian, Islamic, African or Latin American studies (see accompanying chart). At least six universities have research centres specializing in development and/or area studies. Most Canadian universities provide area study courses within their offerings of social sciences and humanities.

This clearly indicates a substantial presence of Third World studies in Canadian universities. This account does not include the hundreds of teachers and researchers who individually are engaged in studying some specific aspect of a Third World country's life, be it religion, language or history. Nor does it include the public and private agencies, church groups, research institutes, charitable organizations and multinationals that articulate current western interests in the Third World.

Professionalization of the study of other societies is a recent phenomenon in Canada as in other western countries, although curiosity about others is as old as humanity. What distinguishes the 'modern' (western) mode of comparative studies is its interest in influencing and guiding in contrast to an earlier emphasis on knowing (about) others. This emphasis on purposive knowledge is a reflection of the international order that emerged with colonialism.

In the modern era, the primary impulse to explore and understand Asia or Africa came from the necessity to map trade routes, assess economic resources and document the political and military capabilities of the native peoples. Europe's contact with the East has had a clear pattern: Exploration, Trade, Learning, Faith and the Rule followed each other in rapid succession, each flowing from the West to the East. This formed the framework for inter-relationships between 19th century Europe and yesterday's Third World and fostered an intellectual paradigm and academic mind-set which perceived Eastern reality in a way that Edward Said (*Orientalism*, 1978) aptly describes as orientalism.

"orientalism is a style of thought based on an

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The article is adapted from a paper delivered at a symposium on 'Canada and the Third World' held in Toronto in July, 1981.

arrivals



Tom McDonald

ontological and epistemological distinction made between 'the Orient' and (most of the time) 'the Occident'... Thus a very large mass of writers, among whom are poets, novelists, philosophers, political theorists, economists, and imperial administrators, have accepted the basic distinction between East and West as the starting point for elaborate theories, epics, novels, social descriptions...

Said says further that:

"orientalism can be discussed and analyzed as the corporate institution for dealing with the Orient — dealing with it by making statements about it, authorizing views of it, in short orientalism as a western style for dominating, restructuring and having authority over the Orient."

Political and economic inequalities of nations were formalized in a system of thought wherein the East appeared as fickle, irrational, confused and child-like. It became the civilizing mission of the Imperial West to bring order to the life of Asians and Africans and to protect them from themselves; and this perception predetermined much of what was to be found in the East.

In the contemporary post-colonial period, the more blatant characterizations of the Third World's inferiority have been muted; one seldom hears of inferior races or irrational cultures. The doctrine of human equality has found concrete expression in the political independence of the colonies. Yet historic structures die hard. Today, the poverty and political instability of the Third World provides the rationale for regarding it as disorganized, incompetent

and worthy of charity and guidance. The popular western image of the Third World is symbolized by pictures of starving Bangladeshi and CARE packages. Academia is not too distant from such beliefs.

Despite many phenomenal gains since independence (new universities, trained manpower, agricultural and industrial development), most Third World countries continue to be besieged by poverty, inequality, authoritarianism. The reasons for this are not central to our discussion. What are not the reasons can be readily recounted. Relatively poor performance of the Third World in political and economic realms is not due to lack of understanding, or even of trained manpower, particularly in the 1980's. Pictures of starving children or parched fields should not suggest that these countries are intellectually and technically incapable of dealing with these problems. Yet this is the most common conclusion derived from the Third World's failings.

The problems of the Third World are cited as the justification for mounting research and advisory efforts in the West. Yet, as more such activities are centralized in the West, the less possible it will be for the East to break the bonds of dependence. Today, the intellectual orientation is not to look for the 'inferior' East which needs to be civilized, but to guide, aid and organize the impoverished and immobilized East. This is the new orientalism: to view the Third World as an object requiring the West's care and guidance.

The stance that 'our ingenuity and skills will solve their problems' is an expression of the new orientalism. Notwithstanding

liberal protestations, the assumption about the Third World being somehow less-than-equal is very deeply entrenched in the new orientalism.

A recent letter to the *Globe and Mail* offers a very illuminating expression of this sentiment. In the letter, Joanne Burgess, an assistant to the President of the Canadian-American centre at State University in Buffalo, New York, pleaded the case of the centre's commitment to 'open, balanced' discussion of Canadian-American issues by reassuring Canadian readers that "Canada is not studied like a 'Third World' but as our closest neighbour and largest trading partner. To that end 'Canadian Studies' is not an isolated course unit". She does not elaborate on what studying the 'Third World' means, but it is obvious that mutual studies of the developed countries are not like studying the Third World. She has unwittingly articulated the working assumption of western Third World studies programs.

It is only one example of the outlook that informs Third World studies in the West. Such an outlook pervades almost all institutional manifestations of the West's interest in the Third World: the American Peace Corps or Canadian University Services Overseas sends youthful and often not-so-much-needed teachers of English and community development enthusiasts 'to help develop the Third World'; kids at a highschool in Kingston, Ontario are 'foster parents' of a Mali child older than themselves; Canadian companies making huge profits from construction contracts in the Middle East are somehow 'aiding' those countries; a course in African politics is a preparation for advising African nations, and so on. Even the 'radicals' in western universities regard themselves as gurus of the impending revolutions in the East. Such are the assumptions of the West.

Is Canada any different?

Canada is a particularly illuminating case for uncovering western assumptions. If there could be a country devoid of the normal western stance towards the Third World, it should have been Canada. Canada has never been a colonial power. It did not carve out a sphere of influence in the Monroe Doctrine sense of the term. It had colonial status until 1867 and thus must retain memories of colonial domination. Canada is acutely aware of its subordinate status vis-a-vis the U.S. It is a prosperous, industrial country, but its economy is often described as American 'branch plant'. It is a country of recent immigrants. All these characteristics should especially attune Canada to the conditions of the Third World.

Yet Canadian attitudes exhibit a duality. Canada imbibes European attitudes and perceptions while it subscribes to the American view of the Third World. Some very obvious contradictions between what Canada wants for itself and how it views the Third World's struggle to realize the same goals are evident in Canadian outlook.

While Canadian Social Scientists are seeking to come out from under American domination and there are periodic calls for legal protection to nourish Canadian sociology and economics, similar demands on the part of Indians or Latin Americans are viewed as nationalist carping. The Ira-

nian Hostage Crisis was very revealing of the Canadian outlook. Whereas the so-called Canadian Caper (Ambassador Taylor's feat in sheltering and smuggling six Americans out of Iran on visas forged in Washington) is eulogized as a legitimate act of daring and ingenuity, it is seldom noted that this act involved a violation of diplomatic conventions and international laws similar to that for which the Iranians are condemned. These are just a few examples of Canadian duality — which are indicative of Canada's European heritage on the one hand and geo-political inclinations on the other. Canada argues forcefully the Third World case for aid and trade in North-South dialogues, yet its perceptions and attitudes towards the Third World remain paternalistic in the best liberal tradition. Canada has a potential to be different which remains unrealized.

Do these conditions and attitudes suggest the need for an isolationist intellectual climate? Should scholars of one culture be prevented from observing other societies? Such a conclusion would be unwarranted. It is obvious that the sheer political and economic power (and prestige) of western institutions gives them a commanding presence in the affairs of the Third World. It is therefore essential that their manifest and latent biases be clearly identified. A clear statement of the value assumptions that guide a particular research endeavour will define the limits of its objectivity and divest it of the aura of scientific truth. This is particularly necessary for ideas and knowledge that come from powerful institutions and can thus influence large numbers of people. Letting biases and assumptions 'hang out' will help to neutralize many effects of western domination.

The Third World's material and intellectual interests require a New Economic Order where equality is the rule, trade is the predominant mode of interrelations and self-reliance substitutes for imported ideas and artifacts. This is the path that will not only benefit the Third World, but also will bring peace and stability to the 'first world'. Such a vision cannot be realized without intellectual liberation of the Third World. It is neither necessary nor desirable that western Third World studies centres act as 'think tanks' for the East. The Third World must not be protected from itself. It must be allowed to realize, absorb and thereby learn from its mistakes. By assuming the role of brain trust for the Third World, western universities and research institutes are obstructing the process of social learning.

The notion that the Third World needs professionals, administrators and scientists to solve its momentous problems is valid in abstract. Yet the deduction that these personnel have to be trained and supplied by the West is untenable. With the exception

of newly independent small states of Southern and Central Africa and Oceania, most of the Third World now produces enough administrators, agronomists, engineers, scientists and even doctors to take care of normal developmental tasks.

For example, there were about 13 million students enrolled in colleges and universities of the Third World in the mid-1970's. The phenomena of unemployed graduates and Brain Drain are further indications of the adequacy of the supply of trained man-

power. At the same time, there are limitless tasks requiring attention from doctors, engineers and scientists in the Third World. They remain unattended to not so much for lack of trained personnel, as from political paralysis and organizational inertia. The point is that justifying Third World studies in the West on the basis of manpower needs flies in the face of reality.

A fresh approach to Third World studies involves learning for self-enlightenment. Studying other societies out of curiosity and human interest to compare and observe a specific phenomenon is a rewarding and enlightening pursuit. An 'educated' person anywhere in today's interdependent world must be able to appreciate similarities and differences between countries and cultures. For personal growth and professional competence, cross cultural learnings are absolutely necessary. Third World studies should be promoted to pursue these goals. They should be built on a value-explicit, comparative perspective. Whether it is an Eastern scholar studying the West or a Western scholar studying the East, such endeavours should be informed by the excitement of discovery and by interest in others. Comparative studies should be guided by these purposes and not by instrumental goals.

Given the 'relativity' of social sciences, it is necessary that the Third World countries, individually, should have opportunities to evolve autonomous disciplinary outlooks and cease to be regarded as 'captive minds'. For almost thirty years, there has been an awareness in various Third World countries that western theories in no way explain their realities. Frequently questions are raised about the relevance of western notions and calls are made for studies of Malaysian or Iranian or African sociology or economics. In these Third World yearnings, a creative alternative to present-day Third World studies must have a chance to be born. By adopting comparative perspectives within respective disciplines, Western academia too will be enriched. An awareness of alternative theories and models sharpens one's understanding of one's own surroundings. Providing this contrast is an important function that Third World studies can serve.

As an example of such an appraisal, I can cite my own initiative in instituting a course in the graduate planning curriculum at Queen's University entitled "Planning Practices in the Third World: Lesson for North America", with the premise that by intellectually transposing themselves to the Third World, Canadian planners would become more aware of the planning needs of their country. Such an approach calls for integrating comparative Third World courses in relevant disciplines. I believe this approach would be beneficial and appropriate for Third World studies in Canada in general.

DEVELOPMENT AND AREA STUDIES PROGRAMMES IN CANADIAN UNIVERSITIES

UNIVERSITY OF BRITISH COLUMBIA:	Institute of Asian Research, Graduate Programme in Asian Studies. Mainly cultural, language, history.
UNIVERSITY OF CALGARY:	Latin American Studies — Undergraduate level.
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DALHOUSIE UNIVERSITY:	African Studies — undergraduate program.
UNIVERSITY OF GUELPH:	Centre for International Programs. B.A. in International Development offered in Faculty of Arts.
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UNIVERSITY OF OTTAWA:	Centre for International Studies Six areas: Africa, East Asia, Europe, Latin America, Middle East and South Asia and Islamic Studies.
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The provinces can now claim to be in favor of rights and freedoms with the assurance they won't have to honour them.

The triumph of provincialism

by Edwin Webbing

It finally seems that Canada is to have its own Constitution with a Charter of Rights and Freedoms. The Charter accepted at the November, 1981 First Ministers Conference, however, is seriously flawed.

With one stroke of the pen, governments in this country now have the entrenched and ultimate authority to restrict the basic rights and freedoms of all of us. Our rights and freedoms have not been entrenched, but the right to restrict those rights and freedoms has been entrenched and given ascendancy. This is what our new Charter of Rights and Freedoms has made paramount.

As I stated in my earlier article, "Why Canada needs the Charter of Rights" (CAUT Bulletin, December 1981), the conventional notion for a Bill of Rights is the need to identify certain rights and freedoms that are basic to democracy and from which other rights and freedoms derive, and to entrench these in some fashion that places them in a position of paramountcy. By that, we mean they are made secure and protected from assault by the administrative and elected government officials and from transient electoral majorities. These rights then form the basis for ordinary legislation and the actions of government.

Some of the rights and freedoms in this category include: freedom of conscience, assembly, press and religion; the right to liberty and security of the person; the right to be secure against unreasonable search or seizure and not to be arbitrarily detained or imprisoned; and the right to equal protection and equal benefit of the law. These fundamental, legal and equality rights are detailed in Sections 2 and 7-15 of the Charter of Rights and all citizens should read them carefully and commit them to memory. (see page 18.) These are the rights and freedoms that are supposed to be the basis for our democracy and so essential that they should be given special protection. These rights and freedoms were to have been the heart of our Charter—they are in the Charter, but now the nature of the Charter is such that these rights could have no more status than ordinary legislation.

The agreement reached in early November was said to include "the entrenchment of the full Charter of Rights and Freedoms now before Parliament." The reference to the inclusion of a "notwithstanding" clause in the same statement was made with a casualness that has lulled people into a false sense of security. It was intended that the Charter of Rights and Freedoms would entrench and make paramount our rights and freedoms. There would be a uniform, minimum standard of rights all across Canada which would bind the provincial and federal governments.

Canadians will be deceiving themselves if they believe that the Charter entrenches these rights, or that they are made paramount. The reason is that, at the November, 1981 meeting, the provincial premiers insisted that a "notwithstanding" clause be added, which was done, and is now Section 33 of the Charter.

Section 33, the "notwithstanding" clause, means that Parliament or a provincial legislature is empowered to declare that

its legislation or any part of it shall be valid even if it conflicts with Sections 2 and 7-15 of the Charter. In other words, the legislatures have the power to override the fundamental freedoms, the legal rights and the equality rights of the Charter. In order to understand the enormity of this power and its implications, one should recognize that the rights so affected are the most basic and fundamental; the ones that we take for granted.

Section 2 includes the fundamental freedoms of conscience, religion, thought, belief, opinion; expression, including press and other media of communication; peaceful assembly and association. These can all be set aside or voided by a legislature under Section 33, the "override" clause.

these rights simply because their legislature has enacted a bill under Section 33 that allows these rights and freedoms to be set aside.

The upshot of this agreement is that, while paying lip service to the notion of entrenchment, what really has been entrenched is not the basic rights and freedoms, but the right of a legislature to suspend those rights. We have entrenched and made paramount the right of a provincial legislature to suspend and, or, nullify the key sections of the Charter of Rights. We have entrenched and made paramount a major abuse of power that Bills of Rights traditionally are supposed to protect against. We have taken this potential evil and given it legitimacy and protection. Rather than attempting to

remember there is no appeal from an act of a legislature that has a constitutionally entrenched override power.

There is said to be another check on the use of the "notwithstanding" clause, one that is not formal but political. The argument is made that voters in any province will be so protective of their rights and freedoms that any government which invoked the override clause to restrict any portion of Section 2 and 7-15 of the Charter would suffer the consequences at the polls.

The flaw in this argument is that governments in Canada usually are of a majority and reflect that majority in their actions. The majority has not always warranted trust. The British Columbia government had the majority of electorates behind it when it enacted the restrictive legislation against Orientals in the province. The Quebec government enacted the Padlock Law and legislation that led to the persecution of the Jehovah's Witnesses. The federal government had a majority when it incarcerated Japanese Canadians during and after World War II.

In all of these cases and others not cited, it was the majorities who remained secure in the enjoyment of their rights, while approving the deprivation of the rights of minorities. It is not the majorities who usually have anything to fear; they can look after themselves. It is, however, the minorities, in particular unpopular minorities, whether racial, religious or ideological, who are dependent upon the constitutional guarantees. If majorities could be relied upon to uphold rights and freedoms for everyone, there would be no need for Bills of Rights at all. It is because majorities are not reliable guarantors of rights and freedoms for minorities that these need to be entrenched in law and made secure against political tampering.

What Canada has done is to identify basic rights and freedoms while, at the same time, entrench and make paramount the means by which those rights and freedoms can be abridged. If these rights and freedoms are so important that they should be written into a constitution, why should legislatures be given, at the same time, the power to trample them? The actions of our provincial premiers speak louder than their words and we should all be wary of this.

How we got into this quandary is a question worth examining. There is no question that the Charter, as originally presented, would have affected the political system in Canada through a redistribution of political power. No longer would there have been the unchecked exercise of power by legislature in this country. The Charter was to be a constitutional restraint upon the power of both the provincial and federal governments.

The pre-November Charter, with its supremacy clause coupled with the addition of a referendum provision in the Constitutional package, would have seen a delegation of power from the federal and provincial governments to the people of Canada. Rather than the legislatures being supreme, the people would have the final, ultimate say and this democratization of the political system in Canada threatened the provincial premiers.

The premiers balked at this and the so-called "Gang of 8" was formed to resist the proposal. Their efforts were focused on resisting any change to the status quo, unless it enhanced the power of the provinces. Because the Charter did affect provincial power, it was to be resisted. The principle of human rights was not as important as the practicalities of political power. If the entrenchment of human rights meant



Tom McDonald

Sections 7-14 include the legal rights of life, liberty and security of person; the right to be secure against unreasonable search and seizure; the right not to be arbitrarily detained or imprisoned; the right not to be subjected to any cruel and unusual treatment or punishment. These can be set aside, or voided as well.

Section 15 refers to the equality rights, which are also in grave danger, and include the right to be equal before and under the law; the right to have equal protection and benefit of the law without discrimination based on sex, race, origin, color, age, religion, mental or physical disability. Any legislature in Canada is now permitted under Section 33 to pass laws which would nullify these most basic rights and freedoms. It is possible that some citizens in Canada may not be allowed the benefits of

immunize against the disorder or disease, we have provided the conditions for its malignant growth and it lies there, dormant, but awaiting the proper time to become active and to grow.

The formal "alleged" safeguard against the use and abuse of the "notwithstanding" clause by provincial legislatures is supposed to be the five year duration and re-enactment rule in paragraphs 2 and 3 of Article 33. It provides that if a legislature invokes the override provision it is of a five years duration. However, the override can be renewed for another 5 years by the legislature and it can be similarly extended for a further 5 years. In fact, there is nothing to prevent any provincial legislature from extending the "override" until it, in effect, becomes permanent and general in its application. And one should

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that some restriction on the exercise of power by provincial governments was to result, then some way had to be found whereby it would appear that human rights were entrenched, but with no real threat to previously established provincial power.

In one sense, what was at stake, besides the very real issue of entrenched human rights, was the concept of the Canadian nation. The pre-November proposal could be said to have placed the emphasis on the people as the final authority. The position of the premiers, on the other hand, was one that seemed to picture Canada as an association of semi-autonomous units with authority over the people. When the November meeting was arranged, the provinces entered the negotiations with the objective of preserving, and, if possible, enhancing their positions.

The upshot of this effort is that we have a Charter of Rights and Freedoms that entrenches the right of a legislature to override supposedly entrenched fundamental freedoms, legal rights and equality rights. Lip service is thus paid to these basic and most important rights, while at the same time provision is made for a method by which these rights can be set aside if a legislative majority so decides. If we have done nothing else, we have entrenched hypocrisy in the Charter of Rights and Freedoms. The provinces can now claim to be in favor of rights and freedoms while at the same time having the assurance they won't have to honor them because of Section 33. This sleight of hand trick, will be the envy of magicians for years to come!

The November Conference makes paramount the notion of provincial supremacy in relation to human rights — it is provincialism taken to the extreme. In the final analysis, there is no real minimum standard of human rights that we, as Canadian citizens, can expect to enjoy. Under the Charter, as amended, our rights and freedoms may ultimately be dependent upon where one happens to reside. Rather than being citizens of Canada and residents of a province, it is as if we are citizens of a province, and then residents in Canada.

The whole notion of rights and freedoms accruing to the people of Canada has been undercut and with it the concept of the nationhood of Canada. What we have instead is the triumph of provincialism at the expense of the whole. The long term effect of this is probably more horrendous than if the Prime Minister had acted unilaterally. Prime Minister Trudeau has at least displayed some awareness of what constitutes the essence of a nation and of the obligation that a nation has to its citizens with respect to rights and freedoms. The provincial premiers, on the other hand, are preoccupied with the more narrow and petty concerns of provincial privilege and power at the expense of the whole of the citizens of Canada. What other explanation can there be for subjecting basic human rights to an "override" clause by the provinces?

Instead of a national, minimum, uniform standard of rights and freedoms, we are left with a smorgasbord, cafeteria approach. It is entirely possible that, as in a cafeteria, people will be picking up their trays and shopping around for the best selections in human rights. Where one lives may be determined by what minority one belongs to or what special protection one needs. This is unseemly for an entity that claims to be a nation state.

It is going to take a great deal of explaining for Canadians to avoid looking like hypocrites to the world at large. We have a strong identity in the world as advocates of human rights. However, at home we are not prepared to entrench rights without reservations but, rather, we make them subject to the whims of the individual legislatures. Ultimately, we will be judged by what we do and not what we say.

So, where do we go from here? The override clause makes it quite clear that the ultimate responsibility for the protection of our rights and freedoms is going to have to be the responsibility of each and every one of us. We are going to have to take it upon ourselves, individually and in groups, to see to it that no legislature invokes the "override" clause. This means that we shall have to monitor the situation at all times and, if an assault upon the Charter seems likely, then we will have to sound the alarm. We have to insure that the public is informed about the issues and made acutely aware of just what is at stake.

I suggest we begin now by asking each and every provincial government to explain just why it was felt necessary to weaken the Charter by inserting the "override" clause. I suggest that we seek now a pledge from each provincial government that they do not intend to invoke Article 33. The newly

elected Manitoba government has already set the example. Any government that does not make a similar pledge should be held accountable.

The provincial premiers by their actions have made human rights and freedoms a political issue and I believe we should accept that challenge and hold all of them accountable with respect to these rights and freedoms. Any government or political party that attempts to invoke Article 33 so as to decrease the rights and freedoms of citizens should be put on notice that to do so may be at a considerable risk.

There already exists a significant nucleus upon which to build a citizen participation effort to monitor the Charter. Those groups and individuals who appeared before the Constitution Committee of the House and Senate can now be encouraged to direct their efforts towards the expansion of this democratic participation. A monitoring process with an extensive grass roots basis is going to be the best bulwark against assaults upon the Charter in the provinces.

The irony is that, if this sort of check had a history of reliability, there would be no need for a Charter in the first place. To ask those who need the protection of a Charter to be responsible for its defense is the same as asking those who are in need of stretchers to also be the stretcher bearers. This peculiar, rather novel addition to Constitutional entrenchment theory can be attributed to the provincial premiers as well.

Ultimately, the challenge and effectiveness of the Charter is the responsibility of each of us. If the provincial premiers are not prepared to extend constitutional guarantees to basic rights and freedoms, then we, as citizens, must assume the responsibility for nurturing and safeguarding them. The paradox is that rights and freedoms are accompanied with enormous obligation and duty.

Because of Article 33, the Charter has a potentially serious flaw, but this flaw is also a challenge to test our commitment to democracy. For better or worse, the Charter will be what we make of it.

Constitution Act, 1981

Canadian Charter of Rights and Freedoms

Fundamental Freedoms

2. Everyone has the following fundamental freedoms:

- (a) freedom of conscience and religion;
- (b) freedom of thought, belief, opinion and expression, including freedom of the press and other media of communication;
- (c) freedom of peaceful assembly; and
- (d) freedom of association.

Legal Rights

7. Everyone has the right to life, liberty and security of the person and the right not to be deprived thereof except in accordance with the principles of fundamental justice.

8. Everyone has the right to be secure against unreasonable search or seizure.

9. Everyone has the right not to be arbitrarily detained or imprisoned.

10. Everyone has the right on arrest or detention

(a) to be informed promptly of the reasons therefor;

(b) to retain and instruct counsel without delay and to be informed of that right; and

(c) to have the validity of the detention determined by way of *habeas corpus* and to be released if the detention is not lawful.

11. Any person charged with an offence has the right

(a) to be informed without unreasonable delay of the specific offence;

(b) to be tried within a reasonable time;

(c) not to be compelled to be a witness in proceedings against that person in respect of the offence;

(d) to be presumed innocent until proven guilty according to law in a fair and public hearing by an independent and impartial tribunal;

(e) not to be denied reasonable bail without just cause;

(f) except in the case of an offence under military law tried before a military tribunal, to the benefit of trial by jury where the maximum punishment for the offence is imprisonment for five years or a more severe punishment;

(g) not to be found guilty on account of any act or omission unless, at the time of the act or omission, it constituted an offence under Canadian or international law or was criminal according to the general principles of law recognized by the community of nations;

(h) if finally acquitted of the offence, not to be tried for it again and, if finally found guilty and punished for the offence, not to be tried or punished for it again; and

(i) if found guilty of the offence and if the punishment for the offence has been varied between the time of commission and the time of sentencing, to the benefit of the lesser punishment.

12. Everyone has the right not to be subjected to any cruel and unusual treatment or punishment.

13. A witness who testifies in any proceedings has the right not to have any incriminating evidence so given used to incriminate that witness in any other proceedings, except in a prosecution for perjury or for the giving of contradictory evidence.

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Equality Rights

15. (1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

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BOOKS. LIVRES

SOMOZA

And the
Legacy
of U.S.
Involvement
in Central
America



Bernard
Diederich

Somoza: And the Legacy of U.S. Involvement in Central America. Bernard Diederich, New York: E.P. Dutton, 1981.

Reading this book while civil war rages in El Salvador is like watching a rerun of a rather sordid "B" movie. The elements are basically the same: tens of thousands massacred by trigger-happy "security forces", abject poverty contrasted with ostentatious wealth, the short-sighted role of the United States, media misinformation, and electoral farces. There is much more than a study of these elements, however.

Based upon his extensive experience reporting on Nicaragua for *Time*, Bernard Diederich has produced an invaluable work for all who want to obtain an understanding of the Somoza's fiefdom. His insightful comments on Somoza's iron-fisted rule and the useful anecdotes — based largely upon drinking sessions with "Tacho" Somoza — illustrate eloquently the character and style of the self-proclaimed "Latin from Manhattan" (p. 285).

The saga of the Somoza family reads like the script for yet another melodramatic "TV movie": there is the stern patriarch, Anastasio I; his wayward sons, Luis and Anastasio II; their rise from rags to riches, or rather, from car salesman to president; their acquisition of immense tracts of land and industrial property; and their insatiable sexual appetites... This would all prove merely pathetic, had it not all been brought about at a cost of such tragic human suffering.

Diederich's portrait of the last Somoza, the centrepiece of the book, is a magnificent study in corruption and power-lust. The dictator clearly felt nothing but scorn for "this goddam underdeveloped country" (p. 2), possessing instead an unashamed "gringo-phobia". A friend of Richard Nixon, to whose re-election campaign he donated \$1 million, and Alexander Haig, a West Point graduate like himself, Somoza travelled to the United States frequently. All four of his children were born and educated there, and Somoza clearly felt more at home in the United States where he lived between the age of 11 and 21. He even went so far as to invite the entire 1946 West Point graduating class for reunions, paying for all airfare and reunion costs.

Key historical events are carefully and ac-

Magnificent study of corruption and power-lust

by John M. Kirk

curately treated in *Somoza* and help to explain the development of the opposition movement. The disastrous 1972 earthquake, and tremendous corruption which followed, the 1978 assassination of Pedro Joaquín Chamorro, leader of the opposition newspaper *La Prensa*, and in August that year, the capture of the National Palace along with 1500 hostages all figure prominently in the steady erosion of Somoza's power base.

Two traditional pillars of the community turned against Somoza, and are well portrayed by Diederich. The Church clearly signalled, virtually for the first time, its opposition to the brutality of the National Guard, thereby offering tacit approval to the Sandinistas. More surprising, perhaps, was the decision of the business class, frustrated at the Somoza's domination of the economy, to support the opposition too. In the traditional journalistic vein, interviews with spokesmen of these major blocs are unobtrusively linked with the narrative, providing useful insights into their view of the Nicaraguan process.

A similar technique is used to explain the views of the three main groups that constituted the opposition "Frente Sandinista

para la Liberación Nacional." Useful thumbnail sketches are provided of the leaders (Carlos Fonseca, Tomás Borge, Daniel Ortega, et al), although the references to Sandino himself, and his political aspirations for an independent Nicaragua, are disappointing. Interestingly enough, U.S. intelligence sources clearly underestimated the extent of the FSLN's support, reporting the Sandinistas' demise in 1977, and (in 1978) claiming that at most it boasted between 50 and 150 supporters.

Perhaps the most pertinent aspect of the study is the constant debunking of myths in which Diederich delights. Many of these insights are particularly valuable, given the insurrection both in El Salvador and Guatemala. Objective press coverage of Somoza's Nicaragua was difficult, and self-censorship widespread. "The local press exercised caution, however. One Nicaraguan newsman would begin his interview with Tacho by saying, 'What can I ask you?'" (p. 84).

The brutal assassination of American newsman Bill Stewart, shot in the head while lying at the feet of a National Guardsman, was witnessed in millions of North American living rooms, and resulted in a

massive wave of anti-Somoza feeling. Yet in Nicaragua the media at first claimed that he had been killed by a "Sandinista sharp-shooter", changing its story only after the filmed incident was shown in the United States. Diederich (who, in some useful photographs, is seen presenting a petition to Somoza condemning the brutal action) was later accused, along with most other foreign media personnel as being "part of the vast communist network" (p. 273).

For any who believe that "elections" in Central America — Costa Rica excepted — bringing about any meaningful reform, this study is a powerful antidote. In Nicaragua, for example, Diederich examines the sixteen times that the Constitution was rewritten, many under the Somozas, to accommodate the nation's continuous road to "stability." Bribes, harassment and brutality were meted out to those who opposed the Somozas. In 1974 the opposition *La Prensa* countered with a report on the farce, "Candidates who won tomorrow's election" (p. 102): four years later, its courageous editor Chamorro would pay for his opposition with an assassin's bullet.

The unfortunate Cuban-U.S. confrontation is dealt with in some detail by the author. The Somozas clearly benefited from the Cold War rhetoric, and in return helped U.S. interests in Latin America. The 1954 CIA-sponsored coup in Guatemala, for instance, was mounted from Nicaragua, as was the abortive 1961 "Bay of Pigs" invasion of Cuba. In return for "services performed," Somoza asked CIA head Dulles to keep "the liberals around Washington from poking at (brother) Luis and me" (p. 65). Indeed, in 1966, Somoza even offered to send the National Guard to fight in Vietnam. When his father was president, Franklin Roosevelt had summed up this close relationship well, commenting that Somoza Sr. "may be a son-of-a-bitch, but he's our son-of-a-bitch."

Washington's use of "Cuban involvement" as a reason for stepped-up military aid to Central America is dealt with in some detail by Diederich, and helps to throw some light on the present situation in El Salvador. Cuba's "involvement" was "peripheral" (p. 282), he claims, basing this view on the strange assortment of weapons used by the guerrillas, although some training was provided in Cuba for exiled FSLN leaders (p. 118). He cites U.S. military sources in Managua who confirmed that "there was no evidence that the Sandinistas were receiving Cuban arms" (p. 146).

As Central America continues along the ever-increasing spiral of violence and brutality, there is much to be gleaned from this book which can help us to understand the dynamics involved in the struggle. While there is no family in El Salvador or Guatemala with the stranglehold of the Somozas, many other parallels can be drawn, not the least of which is the U.S. role in that region.

This study, subtitled "And the Legacy of U.S. Involvement in Central America", shows just how easy it is to manipulate public opinion in the United States. As the spectre of "another Cuba" is cynically exploited by Haig, Reagan, Kirkpatrick, et al., Diederich's observations on the 45-year Somoza dynasty are refreshing: "Washington failed to understand that political unrest stemmed overwhelmingly from internal conditions and could not successfully have been provoked from abroad. This was a worrisome failure of long-term United States policy toward a region convulsed by social and economic pressures" (p. 283). Let us hope, for humanity's sake, that North American public opinion remembers that.

Professor Kirk is with the Department of Spanish at Dalhousie University.

TECHNICAL UNIVERSITY OF NOVA SCOTIA

Centre for Energy Studies

Director

Applications are invited for the position of Director, Centre for Energy Studies, at the Technical University of Nova Scotia.

The Centre for Energy Studies provides technical and administrative support and leadership for energy-related research in the University. The Centre has a developing energy laboratory with an emphasis on combustion.

The University seeks a Director who has a terminal degree in his or her field, and proven abilities in research. The duties of the position are to administer the Centre, to initiate and participate in research projects, to undertake a limited amount of teaching at the graduate level and to maintain close liaison with the academic departments in energy-related research.

The appointment as Director is for a six-year term, renewable by mutual consent, and carries with it an academic professorial appointment with immediate tenure.

The appointment will date from 1st July, 1982 or such later date as may be agreed. Applications, which should be accompanied by a curriculum vitae and the names of three referees, will continue to be received until the position is filled, but are preferred to be to hand by 30th April, 1982. They should be addressed to:



The Chetmen
Search Committee for Director,
Centre for Energy Studies
Technical University of Nova Scotia
P.O. Box 1000
Halifax, N.S.
B3J 2X4

How fair is science?

by Paula Chegwidden

Fair Science: Women in the Scientific Community by Jonathan Cole New York: Free Press, 1979.

Jonathan Cole has made a detailed statistical study of the place of women in American academic science. In doing so, he dispels some easy assumptions about the prevalence of discrimination in science, but he is not writing an apology for the academic establishment. He demonstrates, through the meticulous analysis of his data, where the inequities occur in the process of producing a scientist and where they do not.

Cole has written extensively in the sociology of science in the past. He seems to be intrigued with the special character of stratification in this occupational sector. Science approximates a true meritocracy; honour in science "depends largely on the perceived merits of research". (p. 4) It is also a system with a high level of inequality. Few scientists are really talented enough to make extraordinary contributions. Given this, the factors other than talent which do predict success in science are of particular interest to him. Discrimination is one of them.

The data Cole uses through most of the book are restricted to the post-doctoral careers of American academic scientists. He compares a matched sample of 569 men and women who received their doctorates in 1957 and 1958 in biology, chemistry, psychology or sociology. Data about their careers was collected in 1965 and again in 1970 (i.e., 7-8 years after career entry and 12-13 years after career entry). Scientists within disciplines were compared in terms of quantity of research, perceived quality of research as measured by the number of citations of research by other scientists, recognizability in the field, the location of graduate education, locations of academic appointments, rank and salary. His rationale for the comparison is that most previous statements about discrimination against women in science have not controlled for research performance.

He found that for women in the sample with research of similar quality to men in the sample there was virtually no inequality in salaries, hiring or retention in top departments, or reputation in the field. However "at each level of productivity, women are less likely to receive promotions than men." (p. 70) A good deal of this difference in rank can be explained by controlling for seniority (i.e., some women interrupted their careers for childbearing). However, a small but statistically significant difference in promotion remained (although the difference was much smaller when the sample was restudied in 1970).

Cole does not really have a substantial explanation for this conspicuous difference. He suggests that functionally irrelevant characteristics such as sex become activated if decisions can be made on a more interpersonal basis. Recognition by colleagues outside one's university, in the form of reputation and citation, is relatively impersonal; these are evaluations made on the basis of one's research. Salary may well be controlled by market forces or university-wide policies. Promotion is a decision made by

colleagues with whom one has frequent personal interaction and subtle or not-so-subtle biases can come into play here that cannot elsewhere.

Both his measure of quality (citations) and reputation (recognizability across the discipline) may have drawbacks when applied to sociology and, perhaps, psychology. Sociology is cross-cut by subfields separated by formidable barriers. Subfields do not just represent specialization in subject matters; they often represent substantial disagreements over the nature and purpose of the sociological enterprise itself. These kinds of differences, which can get quite ideological, severely cut into recognizability and reputation across the entire discipline.

Are women distributed evenly across the discipline in any of the four fields in Cole's study? Given the tendency of women to specialize in particular subfields of other professions, such as in law and medicine, they probably are not. Moreover, in the 1970s (since the period of time Cole investigated) many women sociologists and psychologists have deliberately chosen to specialize in a subfield of little interest and of questionable legitimacy to the "mainstream" — women's studies. This would affect the use of his measures of quality and reputation in research to look at more recent career entrants to those two sciences.

Cole sees the differences between the sexes in participation in science and in access to the distribution of rewards in science as a product of three variables, the "triple penalty" (p. 186):

- sexual stereotyping of science itself as inappropriate for women coupled with a history of social forces discouraging women from seeking careers;
- differences in research performance of male and female scientists, in part produced by that sex-typing;
- some actual discrimination, which he finds to be less important for his sample from the 1950's than in the earlier history of American academic science.

He discusses each of these processes at length, adding to his analysis data from an historical sample of scientists receiving doctorates in science between 1911 and 1950 and from biographies of earlier scientists. His analysis of the cultural factors defining science as masculine and the structural factors keeping women out of the work force is very well written but not particularly original. His comments about research performance and discrimination need more discussion here.

Certainly all studies show that most women scientists produce smaller amounts of research than most men scientists. In Cole's sample, family responsibilities were not a major explanation for the substantial difference in productivity which he found. Unmarried women without children in the sample consistently produced less research than men with families. Moreover, married women with small families produced more research than the unmarried women. Cole suggests that the stability and routinization of work patterns in a small family may facilitate research. (However, productivity went down sharply for those in the sample



DIRECTOR CANADIAN CENTRE FOR TOXICOLOGY

The Universities of Guelph and Toronto have jointly established a Canadian Centre for Toxicology which will function as a consortium of universities, industries and governments. The main foci of the Centre will be research, analytical and testing services, graduate training and information dissemination.

The position is established at the rank of full professor, with recognition in the field of toxicology, plus demonstrated skill in the management of a complex enterprise, as prerequisites. The central administration offices of the Centre will be located on the main campus of the University of Guelph. The term of appointment will be either 5 or 7 years (to be determined), renewable at the pleasure of the Board of Directors of the Centre. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications for this position should be accompanied by a curriculum vitae and submitted in confidence to:

Dr. D.A. Chant,
Director, Canadian Centre for Toxicology and
Professor of Zoology,
University of Toronto and the University of Guelph,
121 St. Joseph Street, Room 103,
University of Toronto,
Toronto, Ontario. M5S 1A1



Rich and meaty fare

by Ernest Shapiro

Open-Mindedness and Education, William Hare, McGill-Queens University Press, Montreal, 1979.

Can we make up our mind about something and still be open-minded? Can we teach with conviction, even with passion, and still be open-minded? Can we teach by the lecture method and still be open-minded?

Yes, Yes and Yes, William Hare does not merely discuss these and similar questions that educators may raise from time to time. He analyzes and examines them in great detail, discusses their ramifications, considers various related matters, and comes down with a firm position every time. Hare pursues his questions relentlessly, examining and re-examining them until he appears to have satisfied himself that each question has indeed been fully explored — and answered without equivocation.

The opening chapter of the book defines open-mindedness as the disposition to form and revise a position on the basis of evidence or argument. One's views are neither open- or close-minded in themselves. Rather, it is the way in which these views are held and the extent to which they are amenable to change that is the essence of open-mindedness.

Hare sets out to develop and refine his fundamental proposition by disentangling it from the "web of virtues" in which it usually appears. He makes clear the distinctions between open-mindedness and neutrality, rationality, indoctrination, and other related concepts.

The great American philosopher-educator, John Dewey, says that "Open-mindedness is not the same as empty-mindedness. To hang out a sign saying

'Come right in, there is nobody at home', is not the equivalent of hospitality..." In much the same spirit, Hare defends open-mindedness from possible objections by social psychologists who might suggest that there is no *tabula rasa* and that therefore there can be no truly open-minded person; as well as from radical sociologists who might find the political neutrality a matter of concern.

The chapters on the teacher, on subject areas, and on teaching methods are a rich and meaty treatment of open-mindedness. They contain a practical discussion of questions that occur to teachers with regularity. Can we really teach in a way that will produce open-mindedness in our students? Do we have a professional obligation to teach in an open-minded style? Does being an open-minded teacher guarantee open-mindedness in students? Although the simulation of tyranny in the classroom may generate its opposite as students react to the basic unfairness of a teacher, this is no guarantee that the result will be permanent, or that the students may not have learned lessons that are not immediately apparent.

For readers whose memory goes back to the 50's and 60's, the heyday of the human relations movement, there will be a refreshing experience in reading Hare's treatment of teaching methods. He dedicates most of a chapter to an examination of the implicit claims of group discussion as the vehicle for democracy. While group discussion as a form may reflect the belief in shared power in the classroom, and its form is more similar in appearance to our parliamentary democracy than the lecture format, there is no sound evidence or argument to support the view that the impact on students of one form rather than



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with three or more children.)

Cole would not attribute differences in research performance only to attitudinal differences produced by sex role socialization, such as women tending to value teaching and personal relationships outside work more than men or feeling ambivalent about choosing career over family. There are structural roots to research performance as well which he sees centering around the process of sponsorship. Women of ability in his sample were admitted to graduate schools and financed to the same degree as the men in his sample, but graduate training for women may well have been different in quality. The close, informal working and personal relationships between students and active scientists, which seem to be a crucial determinant of research performance, may not be available to women graduate students. Active scientists themselves, ambivalent about women in science or merely awkward at the prospect of developing close work relationships with women, may not establish sponsorship of female students as readily as male students. As a consequence women are not encouraged to enter prestigious, but difficult areas of research; they do not learn the techniques of communicating ideas and research results to others in the field, and so forth. Unfortunately, Cole does not seem to have asked the right questions of his sample in order to provide evidence for this explanation.

Cole is not suggesting that substantial discrimination against women in science did not exist in the past. Before the Second World War, academic positions for women in the United States were largely restricted to women's colleges and newly opened state institutions. Women scholars, therefore, tended to be isolated in small colleges or in newly established departments and did not interact as colleagues with scientists at the prestigious and well-funded research institutions. Those women who did get employment in top departments were invariably paid less, generally were not promoted, and often were part-time.

It was not until the phenomenal growth of American university education in the 1950s provided a higher demand for academic scientists, that the job market in general opened up to women in science. Cole also sees generally changing social expectations about women and careers and the changing social composition of the professoriate after the War (i.e., more varied ethnic and class origins) as contributing to this "nontrivial reduction in the marginality of the female scientist" (p. 256).

By the time period covered in Cole's sample, active discrimination was not the major factor for women scientists that it once had been. Given the prevalence of ideas about academic discrimination, it is important to

His data show that the women in this sample of Ph.D.s had access in 1965 and in 1970 to the same rewards in science as the men in his sample who did similar quantity and quality of research. The exception to this was the reward of promotion. Discrimination certainly occurred but most of it occurred earlier, before the post-doctoral career.

The factors keeping women from producing research involve sex role socialization of men vs. women scientists, but also the sex role ideologies of the gatekeepers controlling entry into science in the first place. These same factors probably structured graduate training for the small number of women who made it that far into the career in such a way as to keep more women than men from entering the process of accumulating advantage which produces research success. Cole shows very convincingly that success in science is facilitated by an accumulation of advantages. Early location within the system is a very strong predictor of future performance and recognition. A few American universities dominate the production of doctorates, National Academy members, and Nobel Laureates. Getting labelled a potential star at an early stage is apparently important. Women tend to get selected out of this process before their academic careers have begun.

Cole is a methodologist; he is basically interested in questions that can be investigated through evidence. His second chapter is a long, very useful discussion of the problems of developing scientific proof of discrimination and the quite different process of establishing legal proof of discrimination in the American judicial system.

The only major criticism of this reviewer is that he does not pay enough attention to the structural roots of research performance. There are two less central chapters of particular interest to sociologists of science. One outlines his intricate research design to measure reputation formation in science. The other discusses the relationship of I.Q. to scientific success. Neither of these research results affect the major findings. There is some indication that men and women scientists build reputation in different ways, but there does not seem to be discrimination in the awarding of reputation between males and females. We learn that the I.Q.s of female scientists are slightly above that of male scientists, but this is not surprising. Given the social pressure on women not to enter science, those who do must be exceptional. The reviewer was left with the impression that Cole had thought these issues would be more relevant to the central theme when he designed his research and did not realize the importance he would finally attribute to research performance variables.

Paula Chegwidden is with the Department of Sociology at Acadia University.

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the other should be greater with respect to open-mindedness.

Hare argues convincingly that the disposition to change on the basis of evidence or argument can be expressed as fully in one format as the other. Indeed, the use of film, programmed instruction, or any other method is in itself no indicator of open-mindedness. The felicitous discussion of the lecture method, still the predominant teaching mode, is thoughtful, thoroughgoing, and altogether a discussion that is worth the attention of any teacher.

The book concludes with a chapter on objections to open-mindedness in teaching, in which Hare notes some practical everyday matters. In fact, he would say, we cannot be open about everything at all times. Sometimes the consideration of new argument must await new facts, and invitations to revise one's views may be made on such obviously unacceptable grounds that we might confidently refuse to be open-minded

at that moment.

If there is anything to match the sheer number of concerns that occupy educators, it is the vagueness of their concerns, debates, issues, ideas, and worries. It is unlikely that we will ever cease discussing the perennial issues in education. The place of values in education, the academic freedom of the teacher, student powers — these are permanent residents in a growing list of insoluble problems that will inhabit the world of discourse for educators, a list of problems that demand continuing attention.

Hare is persuasive in implying that open-mindedness is worthy of our careful scrutiny. His careful analysis and rigorous discussion illuminate this topic in a way that should be useful for every teacher or administrator.

Professor Shapiro is with the Faculty of Education at the University of Manitoba.

THE UNIVERSITY OF ALBERTA

Faculty of Library Science

The Faculty of Library Science, University of Alberta, is considering applications for the position of Assistant Professor of Library Science.

Date of Opening: July 1, 1982

Qualifications: Master's degree in Library Science and library experience essential. Doctoral degree or doctoral studies and teaching experience preferable.

Responsibilities: Chief responsibility in one or more of the following areas: bibliographic information systems including data base management, micrographics and records management; subject analysis and bibliographic control; quantitative methods including research methods, statistics, and library systems evaluation. Supplementary qualifications in cognate areas are desirable.

Rank and Salary: Appointment at the Assistant Professor level. Salary scale: \$28,820 (12-month basis) depending on qualifications and experience.

Application Deadline: May 15, 1982.

Procedure: Letter of application, curriculum vitae and names of three references should be sent to:

W.J. Kurney, Dean
Faculty of Library Science
University of Alberta
Edmonton, Alberta
T6J 2J4

The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



College of Cape Breton

BUSINESS ADMINISTRATION PROFESSORS

College of Cape Breton, department of management and administration has openings for business administration professors at various ranks, as well as a teaching assistant with experience in business and a special interest in teaching university credit courses in one or more of the following areas - Management, Finance, Computer (Basic) and Quantitative Methods. These are full-time positions in a rapidly growing dynamic department with considerable scope for research and community involvement.

Academic qualification -

minimum M.B.A., M.P.A. or equivalent - lesser qualifications accepted for teaching assistant position. Rank and salary according to qualifications and experience. Appointment date: July 1, 1982.

Send detailed resume and references

to: Chairman
Department of Management
and Administration
College of Cape Breton
P.O. Box 5300
Sydney, Nova Scotia B1P 6L2

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FACULTY POSITIONS

Applications are invited for the following academic programmes in the

FACULTY OF SCIENCE

Department of Geology

Tenure track appointment at the Assistant Professor level. The successful candidate will have a strong background in the general field of soft-rock geology, particularly in sedimentology, stratigraphy and paleontology and will be expected to teach semester courses in these subjects at the undergraduate and graduate levels and participate in the teaching of introductory level courses and field school activities.

Department of Mathematical Sciences

Tenure track appointment at the Assistant or Associate Professor level. The successful candidate will play a major role in the development of undergraduate computer science programmes. A higher degree in computer science or a related discipline, and a commitment to teaching and research are expected. The Department currently has 15 members, about 100 majors, and has access to computing facilities which include a DEC 2020 and a VAX 11/780.

Effective date of employment: 1 July 1982

Closing date for applications: When a suitable candidate is appointed.

Qualifications: Candidates should have advanced degrees; Ph.D. preferred and should demonstrate enthusiasm to initiate an energetic research programme.

Salary: Commensurate with qualifications and experience.

Thunder Bay (Pop. 113,000). With a current enrolment of 3,000 students, the university offers a full range of programmes in Arts, Science, Education and Professional Schools.

Candidates should send application, resume, and the names and addresses of three referees to: Dr. E. Ayre, Secretary of the University, Lakehead University, Thunder Bay, Ontario P7B 5E1.

Canadians and landed immigrants will be given preference.

Lakehead University

The Ontario Cancer Treatment and Research Foundation

CANCER CLINIC DIRECTOR

The Ontario Cancer Treatment and Research Foundation invites applications for the position of Director of the Ottawa Cancer Clinic associated with the Ottawa Civic and Ottawa General Hospitals, Ottawa, Ontario. The Clinic serves Eastern Ontario and currently sees approximately 2,100 new cancer patients per year. The clinical program will provide consultation with all oncologic subspecialties, with facilities for the administration of radiotherapy and chemotherapy, research and teaching.

Salary is open to negotiation. Applications with curriculum vitae and a list of 3 references should be forwarded to Dr. J.W. Meakin, Executive Director, The Ontario Cancer Treatment and Research Foundation, 7 Overlea Boulevard, Toronto, Ontario, Canada, M4H 1A8, Tel. (416) 423-4240. Applications will be accepted for 4 weeks after the date of this advertisement.



Royal Military College of Canada

DEPARTMENT OF CHEMISTRY AND CHEMICAL ENGINEERING

Applications are invited for tenure-track positions at the Assistant or Associate Professor level. Responsibilities include undergraduate and graduate teaching and active participation in research. Candidates should have a Ph.D. or equivalent. Candidates at the Master's level with demonstrated potential for studies leading to a Ph.D. will be seriously considered. Preference will be given to candidates with the following qualifications:

Metallurgical or Materials Scientist or Engineer with a background in applied chemistry (eg. physical metallurgy, corrosion, chemical reaction processes).

Chemical Engineer with a background in one or more of: materials (metallurgy, polymers, composites, etc.), process control, nuclear engineering, computer and micro-processor use.

Chemist with a background in one or more of: materials science, thermodynamics, electrochemistry, corrosion.

Knowledge of the English language is essential for these positions. The positions are opened equally to male and female candidates. Additional job information is available by writing to the address below. Send application form and/or résumé with the names and addresses of three referees to:

Dr. R.A. Jones, Head
Department of Chemistry and Chemical Engineering
Royal Military College of Canada
Kingston, Ontario K7L 2W3

Tout renseignement relatif à ce concours est disponible en français et peut être obtenu en écrivant à l'adresse ci-haut.



CENTRE UNIVERSITAIRE DE MONCTON UNIVERSITE DE MONCTON

L'Université sollicite des candidatures de professeurs en

Art dramatique Biochimie

Economie Éducation musicale

Linguistique appliquée Philosophie

Sciences religieuses Sociologie

Traduction

Lors de son engagement, le professeur à plein temps se voit attribuer un des rangs professoraux définis dans la convention collective selon ses qualifications et expérience. Le traitement annuel est établi aussi selon les qualifications et l'expérience en fonction des échelles négociées par le syndicat des professeurs et l'Université pour l'année 1982-83.

Sous réserve d'approbation budgétaire, l'Université anticipe que seront à combler les postes susdits dont le date d'entrée en fonction est le 1er juillet 1982. Les candidatures pourront être considérées dès leur réception et selon leur ordre d'arrivée par la suite si le poste reste disponible. Les candidats doivent maîtriser la langue française, tant orale qu'écrite. Toute candidature doit comporter un curriculum vitae détaillé avec le nom de trois répondants et être transmise au sein de la personne indiquée ci-dessous à l'adresse suivante:

Centre universitaire de Moncton
Université de Moncton
Moncton, Nouveau-Brunswick E1A 3E9

Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyens canadiens et aux résidents permanents.

ART DRAMATIQUE (poste d'un an)

Fonctions: Enseigner des cours d'interprétation, de diction et d'improvisation dans un programme de baccalauréat spécialisé en art dramatique.

Qualifications: Formation professionnelle dans le domaine de l'interprétation. L'expérience pratique et/ou pédagogique sera prise en considération.

Communiquer avec: Monsieur Clarence Polier, dir.
Département d'art dramatique
Faculté des arts

BIOCHIMIE (poste d'un an ou deux ans)

Fonctions: Enseignement aux niveaux 1er et 2e cycles, recherche.

Qualifications: Ph.D. ou l'équivalent.

Communiquer avec: Monsieur Alan Fraser, dir.
Département de chimie
Faculté des sciences et de génie

ECONOMIE (poste d'un an)

Fonctions: Enseignement et recherche aux niveaux 1er et 2e cycles en économie.

Qualifications: Ph.D. ou l'équivalent.

Communiquer avec: Le Directeur
Département d'économie
Faculté des sciences sociales

ÉDUCATION MUSICALE

Fonctions: Enseigner les méthodes de l'élémentaire et du secondaire. Coordination des stages au Département. Faire la liaison avec les écoles. Autres contributions à l'enseignement pratique ou théorique suivant la compétence.

Qualifications: Ph.D. ou maîtrise en éducation musicale.

Communiquer avec:

Expérience dans l'enseignement aux niveaux élémentaire et secondaire.
Monsieur Martin Waltz, dir.
Département de musique
Faculté des arts

LINGUISTIQUE APPLIQUÉE (poste d'un an)

Fonctions: Enseignement de la stylistique comparée de l'anglais et du français et de cours correctifs d'anglicismes et de canadianismes dans le cadre du baccalauréat spécialisé en traduction.

Qualifications: Doctorat en linguistique ou l'équivalent ou maîtrise en linguistique avec expérience de l'enseignement.

Communiquer avec: Monsieur Frédéric Grogner, dir.
Département de traduction et des langues
Faculté des arts

PHILOSOPHIE (poste d'un an)

Fonctions: Enseignement au 1er cycle de cours répondant autant que possible au domaine de compétence du candidat retenu.

Qualifications: Ph.D. ou l'équivalent. Les candidats détenant la maîtrise seront aussi considérés.

Communiquer avec: Monsieur Arsène Richard
Département de philosophie
Faculté des arts

SCIENCES RELIGIEUSES (poste d'un an)

Fonctions: Enseignement au 1er cycle. Cours sur l'ancien et le nouveau testament. Cours sur la morale chrétienne, sur le christianisme et le monde contemporain.

Qualifications: Ph.D. ou l'équivalent.
Monsieur Fernand Arseneault
Département des sciences religieuses
Faculté des arts

SOCIOLOGIE (poste d'un an)

Fonctions: Enseignement et recherche au Département de sociologie.

Qualifications: Ph.D. en sociologie ou l'équivalent.

Communiquer avec: Le Directeur
Département de sociologie
Faculté des sciences sociales

TRAUCTION

Fonctions: Enseignement et recherche dans le cadre du baccalauréat spécialisé en traduction.

Qualifications: Ph.D. en traduction ou l'équivalent. Les candidats détenant la maîtrise en traduction et possédant une bonne expérience comme traducteur et réviseur seront également considérés. La préférence sera accordée aux candidats orientés vers les domaines techniques et administratifs.

Communiquer avec: Monsieur Frédéric Grogner, dir.
Département de traduction et des langues
Faculté des arts

VACANCIES, POSTS, VACANTS

CAUT Bulletin Advertising Deadlines

June Issue — April 30, 1982

ADMINISTRATIVE POSITIONS

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Industrial Engineering. Head. Applications and nominations are invited for the position of Head of the Department of Industrial Engineering. Candidates should have academic experience and an established record of scholarly achievement. Administrative and industrial experience would also be desirable. The appointment is a tenure track position and, as Department Head, will be for a four year renewable term. Starting date is July 1, 1982 or as soon as possible thereafter. Please address all applications including a curriculum vitae and the names of at least three referees to: Dr. D.A. Roy, Dean of Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, B3J 2X4.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Obstetrics & Gynaecology. University of Toronto. Hospital Department: Obstetrics & Gynaecology. University Title: Assistant/Associate Professor. Hospital Title: Head, Division of Obstetrical Perinatology. Qualifications: F.R.C.S.(C); eligible to practice medicine in Ontario and recognized as a skilled Obstetrical Perinatologist, previous responsibilities as Head of a Department or Division or a Chairman of Committees etc.; a teacher of high repute; some background in research and interested and capable of developing a strong research program. Nature of Duties: Directs the administration, clinical, teaching and research activities of the obstetrical perinatology component of the Hospital's new Regional Perinatal Unit. The obstetrical perinatology component will consist of a new 30-bed high-risk pregnancy unit, which will be added to the Hospital's present 76-bed obstetrical service. Salary: Commensurate with qualifications and experience. Persons to whom Enquiries Should be Sent: Search Committee for a Head of Obstetrical Perinatology, c/o Executive Director, Mount Sinai Hospital, 605 University Avenue, Toronto, Ontario, M5G 1X5. Effective Date of Appointment: July 1, 1982. Type of Appointment: Clinical appointment — annual. Closing date for receipt of applications: April 30, 1982.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Family & Community Medicine. University Title: Associate/Full Professor. Hospital Department: Family & Community Medicine. Wellesley Hospital. Hospital Title: Family Physician-In-Chief. Qualifications required: — Certificate — College of Family Physicians of Canada, eligible to practice medicine in Ontario, recognized as a skilled physician; a teacher of high repute; interested in furthering significant out-reach programmes; previous responsibilities as a Head of a Department or Division; Chairman of Committees, etc. Nature of Duties: Directs the administrative, clinical, teaching and research activities of the Department of Family and Community Medicine of the Wellesley Hospital, a 560-bed progressive, fully affiliated teaching hospital of the University of Toronto; includes responsibility for a highly successful Family Practice Unit and Community Health Centre which teaches undergraduate medical students and 16 postgraduate residents. Salary: — Commensurate with qualifications and experience. Person to whom enquiries should be sent: Search Committee — Family Physician-In-Chief, The Wellesley Hospital, 160 Wellesley St. East, M221 Bruce Wing, Toronto, Ontario, M4Y 1J3. Effective date of Appointment: July 1, 1982. Type of Appointment: Clinical Appointment — annual. Closing Date for receipt of Applications: April 30, 1982.

CAUT ADVERTISING POLICY AND CENSURE

CAUT will carry advertisements from censured universities at the first and second stages of censure only. CAUT refuses ads from universities at the third stage of censure because the Council explicitly recommends that members not take positions at an institution at this stage of censure.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Family and Community Medicine. Hospital Department: Family and Community Medicine, Toronto Western Hospital. University Title: Associate/Full Professor. Hospital Title: Family Physician-In-Chief. Qualifications Required: Certificate — College of Family Physicians of Canada, eligible to practice medicine in Ontario, recognized as a skilled physician, a teacher of high repute, interested in furthering significant out-reach programmes, previous responsibilities as Head of department or division, chairman of committees, etc. Nature of Duties: Directs the administrative, clinical, teaching and research activities of the 124 member department of family and community medicine of Toronto Western Hospital, a 669-bed progressive fully affiliated teaching hospital of the University of Toronto. Includes responsibility for a family practice unit and emergency department as well as a 15-bed in-patient unit, which teaches undergraduate medical students and 16 post graduate residents. Salary commensurate with qualifications and experience. Person to Whom Enquiries Should be Sent: Dr. G.A. Judge, Secretary, Search Committee-Family Physician-In-Chief, Medical Director's Office, Toronto Western Hospital, 399 Bathurst Street, Toronto, Ontario, M5T 2S8. Effective Date of Appointment: July 1, 1982. Type of Appointment: Clinical Appointment — Annual. Closing Date for Receipt of Applications: May 15, 1982. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. The Department of Psychology. Invites applications and nominations for the position of Head. The Department of Psychology at Mount Allison consists of seven full time members, and offers undergraduate education leading to a B.A. or B.Sc. degree. The Department has new modern facilities. The successful applicant will be expected to provide strong leadership in the development and administration of the Department's academic programmes which are currently under review. The applicant should have administrative skills and a strong record in scholarship and teaching. Applications and nominations should be sent as soon as possible to: Dr. J.R. Read, Dean of Science and Chairman of the Psychology Head Search Committee, Mount Allison University, Sackville, New Brunswick, E0A 3C0.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Part-Time and Continuing Education. Director of Part-Time Studies. Reporting directly to the Dean of the Faculty, the Director is responsible for organizing and supervising degree-credit summer school, extension and distance learning programs to provide enhanced educational opportunities for part-time undergraduates in the London area and in Western's many off-campus centres. Applicants should have a postgraduate university degree, teaching experience, proven administrative capabilities, interest in instructional design and the capacity to interact well with the other Faculties and Schools of the University, with prospective students, and with members of the community interested in part-time university education. Duties will include spending a number of evenings visiting off-campus centres, interviewing students and organizing classes. Duties will begin no later than September 1, 1982. Applications or nominations, accompanied by a curriculum vitae and names of references,

should be forwarded by April 30, 1982 to: The Dean of Part-Time and Continuing Education, 170 Stevenson-Lawson Building, The University of Western Ontario, London, Ontario, N6A 5B8. Position is subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Department of Germanic Languages. Applications are invited for the position of Head of the Department of Germanic Languages, conditional upon the availability of funds. The Head will be expected to establish the academic and professional priorities and goals of the Department, and to provide leadership in the reorganization of the undergraduate and graduate curricula. Rank will be based on qualifications and experience. Candidates must have native ability in German. Send applications to: Dr. Robert L. Calder, Associate Dean (Fine Arts and Humanities), College of Arts and Science, University of Saskatchewan, Saskatoon, Saskatchewan. Only complete applications, which include a letter of application, a curriculum vitae, transcripts of university records, and the names of three referees whom the applicant has asked to write on his/her behalf, will be considered. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Dalhousie University. Faculty of Medicine. Department of Physiology/Biophysics. Head. Applications are invited for the position of Head of the Department of Physiology/Biophysics in the Faculty of Medicine at Dalhousie University. The Department includes 22 full-time and 12 part-time academic faculty with international reputations for contributions both to physiology and to biophysics. Besides its vigorous commitment to research, the Department assumes primary responsibility for the teaching of physiology and biophysics in the Faculties of Medicine, Graduate Studies, Health Professions, Dentistry and Arts and Science. The successful applicant will be an enthusiastic leader, a capable administrator and educator, and an established investigator with recognized expertise in his own field. Further inquiries or applications with Curriculum Vitae and the names and addresses of three referees, should be addressed to: Dr. Charles Hope, M.B., Ch.B., Chairman, Search Committee, Department of Physiology/Biophysics, Office of the Dean of Medicine, Sir Charles Tupper Medical Building, Halifax, Nova Scotia, B3H 4H7.

UNIVERSITY OF BRITISH COLUMBIA. Faculty of Agriculture Sciences. Applications are invited for the position of Director, University Research Farm No. 2, (Oyster River, Campbell River, B.C. Preference will be given to candidates possessing academic qualifications at the Ph.D. or M.Sc. level (preferably in Animal Science or Agricultural Economics), along with considerable relevant practical farming experience and demonstrated ability to effectively manage a large farming operation. The farm consists of 400 acres of arable land, with 1500 acres of support land. Duties will involve: 1. overall responsibility for the maintenance of the 300-head dairy herd; 2. financial supervision, including preparation of budgets for administrative use and supervision of the operation; 3. supervision of all staff within the unit, whether on University funding or on training programs supported by government agencies; 4. assistance in supervision

of experimental work undertaken by faculty members on the farm premises; 5. provides records and documentation as requested by the Farm Management committee relative to the farm unit. Salary: Commensurate with qualifications and experience. Closing date for applications: June 30, 1982 or when the position is filled. Applications: With curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. W.D. Kitts, Faculty of Agricultural Sciences, Suite 248, 2357 Main Mall, University of British Columbia, Vancouver, B.C. V6T 2A2.

ASSOCIATION OF CANADIAN UNIVERSITIES FOR NORTHERN STUDIES, OTTAWA, ONTARIO. Executive Director. ACUNS is seeking an Executive Director whose appointment would commence on September 1, 1982. ACUNS is an Association of 33 Canadian universities active in northern studies and research. Qualifications: the position requires working knowledge of Canadian universities and/or related government activities, administrative skills, research or comparable northern experience in university and/or government. Bilingualism is an asset. Preference will be given to candidates from universities, government, or industry who have a demonstrated scholarly interest in the North, and appropriate management experience, preferably in a capacity which would provide familiarity with the agencies and groups involved in northern studies. Initial appointment for 2 years, secondment possible. Remuneration at university scale. Submit résumés or inquiries by June 1, 1982, to: J.G. Nelson, Chairman, Search Committee, c/o Faculty of Environmental Studies, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1.

McGILL UNIVERSITY. Medical Oncology. Director. The Royal Victoria Hospital of McGill University seeks a medical oncologist for the post of director. Applications are invited from physicians trained in internal medicine and solid tumour oncology who have at least 5 years experience beyond postgraduate training. A background in clinical or basic research in oncology is required and candidate with proven research abilities will have preference. Appointment and salary will be commensurate with academic accomplishment and experience. The responsibilities will include supervision and participation in patient care programs and resident training programs in clinical oncology at the hospital as well as participation in teaching and research program of the McGill Cancer Centre. Only Canadians or Landed Immigrants to Canada need apply for this position. Send curriculum vitae and the names of three referees to: Dr. Roger Hand, Chairman, R.V.H. Medical Oncology Search Committee, McGill Cancer Centre, 3655 Drummond Street, Montreal, Quebec, H3G 1Y6.

UNIVERSITY OF SASKATCHEWAN. College of Medicine. Head. Department of Radiology. The College of Medicine, University of Saskatchewan, is seeking applicants for the above full-time academic appointment. Interested parties may contact Dean R.G. Murray for details of the position. (College of Medicine, B103, Health Sciences Building, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACCOUNTING

THE UNIVERSITY OF NEW BRUNSWICK. Accounting. Two positions at the Lecturer or Assistant Professor level, one of which may be a tenure track position and one of which is subject to budgetary approval. Minimum qualifications for the tenure track position would include an MBA/MSc. plus a professional accounting designation. Duties include research and teaching in the areas of management and financial accounting at the undergraduate level. Salaries are competitive. Applications (with curriculum vitae and the names of three referees) should be sent to Dr. I.R. Cameron, Dean of

Faculty, University of New Brunswick, Saint John Campus, P.O. Box 5050, Saint John, N.B. E2L 4L5. Applications will be accepted until the positions are filled.

UNIVERSITY OF MANITOBA. Accounting Rank open. Doctorate in hand or near completion. Undergraduate and graduate teaching in one or more of the following areas: Financial Accounting, Managerial Accounting, Information Systems, Taxation and Auditing. Salary is highly competitive and will depend on qualifications, experience and publications record. Apply to Dr. Brian P. Duggan, Acting Head, Department of Accounting and Finance, Faculty of Administrative Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Position effective July 1, 1982. Closing Date: when positions filled. The University encourages applications from women and men, and especially from Canadian citizens and permanent residents and others eligible for employment in Canada at the time of application.

ANTHROPOLOGY

UNIVERSITY OF TORONTO. SCARBOROUGH COLLEGE. Anthropology. Assistant Professor; contractually limited appointment. Initial appointment will be for one or two years, with potential for reappointment to a maximum total of 5 years. Ph.D. required or imminent (requiring firm date of completion in writing from Chairman of candidate's department) with demonstrated competence in teaching and research. Physical Anthropologist with major interests in osteology, human paleontology, to offer undergraduate courses in osteology, odontology, introduction to physical anthropology, human evolution, shared course in human physiology. At assistant professor level (current floor \$20,500). If Ph.D. is not complete appointment will be at Lecturer level until completion. Application, curriculum vitae and names of three referees should be sent to Professor Bruce Schroeder, Anthropology, Division of Social Sciences, Scarborough College, West Hill, Ontario, M1C 1A4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Appointment effective July 1, 1982. Closing date: April 30, 1982.

UNIVERSITY OF TORONTO. ERINDALE COLLEGE. Department of Anthropology. Assistant Professor. Possible tenure-line position (budget permitting). Ph.D. required. Demonstrated competence in teaching and research, with broad research interests and some responsibility for the design and supervision of original field research. Archaeologist to undertake undergraduate teaching (North American Archaeology, Old World Prehistory, Laboratory Methods) and graduate teaching in aspects of environmental archaeology. Other duties may require organization of a field course and teaching introductory Anthropology. At least base salary for Assistant Professor (currently \$20,500). Send applications with curriculum vitae, three letters of reference, and samples of publications to Dr. Maxine Kleindienst, Chairman, Department of Anthropology, University of Toronto, Toronto, Ontario, M5S 1A1. Appointment date: July 6, 1982. Closing date: May 1, 1982.

ARCHITECTURE

UNIVERSITY OF WATERLOO. School of Architecture. Applications are invited from persons with appropriate academic and professional qualifications for the post of either Assistant Professor at a minimum salary of \$21,900 or Associate Professor at a minimum of \$28,400. The School of Architecture has two fully recognized full-time courses leading to a B.E.S. pre-Architecture degree and a Bachelor of Architecture degree based on the co-operative system of education. The programme is comprised of four theme areas: a) Systems and Measures; b) Ecology; c) Cultural History; d) Design. The successful applicant will be required to teach in the Design theme as studio master according to the needs of the School and to provide a course in one of the other theme areas. Some teaching experience is an advantage though not essential. The duties will also include administrative tasks and the pursuit of scholarly and professional interests. In accordance with Canadian immigration requirements, this advertisement

is directed to Canadian citizens and permanent residents. Detailed application (2 copies) including a curriculum vitae and naming three referees should be forwarded by mail as soon as possible to: School of Architecture, Faculty of Environmental Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be accepted no later than April 30, 1982. Appointment to commence Sept. 1, 1982.

ART/ART HISTORY

YORK UNIVERSITY. Faculty of Fine Arts. Teacher of Art History at undergraduate and graduate levels. Includes committee work and student advising at both levels. The applicant should be an art historian with an outstanding scholarly publication record whose fields of specialty coincide with the needs of the Department. Qualifications required: a Doctoral degree in Art History and at least 5 years of teaching experience at the university level; interested in teaching on all levels, from basic surveys to graduate seminars, and working with students in studio as well as Art History and academic areas; willing to work with students in the writing of scholarly art criticism. The Department has needs in the special areas of 17th and 18th century art, architectural history, and north and south American native arts and contemporary art and criticism. This is a probationary/tenured appointment, full time, effective September 1, 1982 or September 1, 1983, rank to be determined and subject to budgetary approval. Apply with curriculum vitae, a list of publications, and the names of three referees to: Andrew M. Tomcik, Chairman, Department of Visual Arts, York University, Downsview (Toronto), Ontario M3J 1P3. Application deadline is May 1, 1982. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Pursuant to budgetary and/or Senate approval. Course may be considered on a contractually-limited basis.

BISHOP'S UNIVERSITY. Fine Arts. Applications are invited for a full-time, half-year position of art historian to replace faculty member on study leave July 1 to December 31, 1982. Applicants holding the Ph.D. degree are preferred and it is essential that they have the relevant teaching experience. The successful candidate will teach one survey course and two courses in other areas of post-medieval Western art, preferably Renaissance or 20th Century or both. There will be some administrative responsibilities. The appointment will be at the rank of lecturer (Floor \$22,544) or Assistant Professor (Floor \$28,180). Applications with curriculum vitae and names of three referees should be addressed to: Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Que. J1M 1Z7.

McGILL UNIVERSITY. Department of Art History. Position: Sessional position at the Assistant Professor level. Duration: September 1982 until May 1983. Salary: Commensurate with experience. Qualifications: Ph.D. in Art History. Teaching experience desirable. Publications an asset. Fluency in French and English. Responsibilities: The successful candidate would be required to teach undergraduate courses and graduate seminars in the areas of Canadian Art and European Art of the 17th, 18th, and 19th centuries. Applications: Send application and curriculum vitae to: Dr. Thomas L. Glen, Acting Chairman, MCGILL UNIVERSITY, Department of Art History, 853 Sherbrooke Street West, Montreal, Quebec, H3A 2T6, Canada. Candidates should request three (3) referees to send letters of recommendation to this same address. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline: The closing date for applications is May 15, 1982 or until the position has been filled.

UNIVERSITY OF ALBERTA. Art History. The Department of Art and Design at the University of Alberta invites applications from suitably qualified women and men for a half time Study Leave replacement in Art History for the 1982-83 academic year. September 1, 1982 to April 30, 1983. Salary range: \$3,200-10,000 per annum. Area of specialization: 19th and 20th century Western and Canadian art. The University of Alberta is an equal opportunity employer, but because of the requirements of Canada Employment and Immigration, this advertisement is directed to Canadian citizens and perma-

nent residents. Send curriculum vitae and names/addresses of three referees not later than April 30, 1982 to: Jorge Frascara, Chairman, Department of Art and Design, University of Alberta, Edmonton, Alberta, T6G 2C9.

BIOCHEMISTRY

McGILL UNIVERSITY. Biochemistry. Postdoctoral position for work on aspects of neuroendocrine biochemistry in mammalian nerves. Preference will be given to recent Ph.D.'s in biochemistry or molecular biology. Appointment for one year with possible extension for two additional years. Starting date: Summer/Fall 1982. Curriculum Vitae and interest of two referees should be submitted as soon as possible to Dr. W. Mushynski, Department of Biochemistry, McGill University, 3655 Drummond St., Montreal, Quebec, H3G 1Y6.

BIOLOGY

UNIVERSITY OF OTTAWA. Department of Biology. Research Associate for work on physiology of halophilic bacteria. Ph.D. and at least two years of post-doctoral experience. Special interest in candidates with experience in bioenergetics and isolation of microbial enzymes. Salary to \$20,000. Contact Dr. D.J. Kushner, Department of Biology, University of Ottawa, Ottawa, Ontario, K1N 6N5.

UNIVERSITY OF WINNIPEG. Department of Biology. Applications are invited for a seasonal appointment of one year at the rank of Assistant Professor to teach Plant Ecology, Higher Plants and Plant Taxonomy or Mycology. Applicants should have a Ph.D. and appropriate experience. Salary commensurate with qualifications and experience. Position subject to budget approval. Send résumé with the names and addresses of three referees to: Dr. R.A. Woods, Chairman, Department of Biology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Starting date: August 1982. Close date for applications: when position is filled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Department of Botany. Plant Sciences/Molecular Biology. The Department of Botany, University of Toronto, invites applications for a tenure-track position in plant bioengineering. Applicants should have experience in recombinant DNA techniques and an interest in photosynthesis and photosynthetic organisms at the molecular level. The appointment is expected to develop an independent research programme, to train graduate students, to collaborate with other departments at the University of Toronto, and with other Universities in Ontario. The appointee will be expected to teach in undergraduate courses and to help develop a training programme in recombinant DNA technology. The appointment would be made at a level commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and names of three referees to: T.C. Hutchinson, Professor and Chairman, Department of Botany, University of Toronto, Toronto, Ontario M5S 1A1, Canada. Deadline for applications is April 30, 1982.

UNIVERSITY OF ALBERTA. Department of Zoology. Applications are invited for NSERC Research Fellow positions. Preference for applicants with international northern studies, but other fields of interest also open. Positions available September 1, 1983, will involve some teaching responsibilities appropriate for the specialization of the appointees. Salary according to experience, equivalent to assistant professor level, 1982-83 base \$27,720. Submit complete curriculum vitae with names of three referees and reprints by May 30, 1982 to Dr. F.S. Chia, Chairman, Department of Zoology, University of Alberta, Edmonton, Alberta, T6G 2E9, Canada. The University is an equal opportunity employer, but, in accordance with Canadian Immigration and NSERC requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Biology. Applications are invited for a tenure stream

position in Ecology at the Assistant professor level commencing 1 June 1982. Candidates for the position must have Ph.D. completed and relevant academic teaching experience. The position involves teaching in the appropriate area at the undergraduate and graduate levels plus development of an independent research programme. Salary floor for Assistant Professor is currently \$25,000. Applicants should send a recent curriculum vitae and names of 3 referees to R.M. Roy, Chairman, Biology Department, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, H3G 1M8.

UNIVERSITY OF SASKATCHEWAN. Department of Biology. Applications are invited for a postdoctoral position in fish behaviour. Potential research areas include chemical alarm signals and breeding behaviour. The candidate should have a good background in fish behaviour and physiology. Salary in fish behaviour position may be \$16,380. This one-year position may be renewable for a second year. Please send application, including curriculum vitae and names of three referees to Dr. R.J.F. Smith, Department of Biology, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

MOUNT ALLISON UNIVERSITY. Department of Biology. The Department requires an Assistant Professor to teach Microbiology at various levels. A Ph.D. is required, with postdoctoral experience preferred. The salary will depend on qualifications and experience, with the appointment being effective July 1, 1982. Applications will be accepted until the position is filled and should be directed to Dr. Robert Thompson, Acting Head, Department of Biology, Mount Allison University, Sackville, New Brunswick, E0A 3C0.

UNIVERSITY OF GUELPH. Botany and Genetics. Tenure-track position. Applications are invited from qualified individuals who will maintain a vigorous research program in plant population biology/genetics or ecology or field botany and make an active contribution to the understanding of undergraduate teaching programs of the Department. The Department consists of 19 faculty members with research interests covering a broad range of subjects, from molecular biology to community ecology, and offers undergraduate degree specializations in botany, ecology, and genetics. Deadline for applications is May 1, 1982, and the position is to commence August 1, 1982. Subject to final budgetary approval, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Submit curriculum vitae, résumé of research interests and the names and addresses of three academic referees to: Dr. W.G. Barker, Chairman, Department of Botany and Genetics, University of Guelph, Guelph, Ontario, N1G 2W1.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Zoology. Applications are invited for the position of a beginning Assistant Professor in the Department of Zoology, University of British Columbia. The successful applicant will be expected to teach embryology and to undertake a strong experimental research programme in development biology. Preference will be given to a newly graduated Ph.D. with postdoctoral research experience. Salary maximum: \$27,000 per annum. Curriculum Vitae and the names of 3 referees should be submitted to Dr. G.G.E. Scudder, Head, Department of Zoology, University of British Columbia, No. 2354-6270 University Boulevard, Vancouver, B.C., V6T 2A9, Canada. The expected date of appointment is July 1, 1982, subject to budgetary approval. Closing date for application is when position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equal opportunity for employment is offered to male and female applicants.

UNIVERSITY OF WATERLOO. Department of Biology. Applications are being accepted for a tenure-track position in Microbial Biotechnology at the Assistant, Associate or Full Professor level. Qualifications include Ph.D. and evidence of sustained research productivity of high quality. Duties include teaching in microbiology and the development of a strong research program that will complement the ongoing research of an active interdisciplinary biotechnology group. Salary and rank are negotiable and will be commensurate with the experience and qualifications of the successful applicant. Applications, including names and addresses of three referees, should be directed to: Dr. J.E. Thompson, Chairman, Department of Biology, University of

Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is 1 July 1982. (Assistant Professor, minimum \$21,900; Associate Professor, minimum \$28,400; Professor, minimum \$37,100). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO, ERINDALE COLLEGE. Department of Zoology. Applications are invited for a 1983 NSERC University Research Fellowship tenable in the Department of Zoology, University of Toronto, Erindale College. Candidates in cell/developmental biology will be considered, especially those with expertise in monoclonal antibody techniques, or those with expertise in morphogenesis. The term of the fellowship begins in April 1983. A completed curriculum vitae which includes the names of three referees should be received, no later than May 31, 1982, by Dr. W.G. Sprules, Department of Zoology, University of Toronto, Erindale College, Mississauga, Ontario L5L 1C6. These fellowships can be held only by Canadian citizens or landed immigrants.

SIMON FRASER UNIVERSITY. Department of Biological Sciences. Vertebrate Biologist. Applications are invited for a tenure-track position as Assistant Professor in the area of Vertebrate Biology. The successful applicant will teach undergraduate courses in Vertebrate Biology and Wildlife Biology as well as graduate courses in Vertebrate Pests. Candidates must have a Ph.D. degree and would be expected to develop an active research program in an area of the Biology of vertebrates appropriate to a Life Sciences Department. In addition, the successful applicant would participate in the Department's Master of Management Program. Preference will be given to candidates eligible for employment in Canada at the time of application. The position is available from September 1 1982. The current salary base for the Assistant Professor rank is \$25,000. Applications should include curriculum vitae, a brief statement of research interests and objectives and selected reprints for pertinent published research. Applicants should request confidential assessments of their research and teaching ability from three referees, to be forwarded to Dr. K. Nair, Chairman, Department of Biological Sciences, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6. Deadline for receipt of applications is 30 April 1982, or until the position is filled.

BUSINESS ADMINISTRATION AND COMMERCE

UNIVERSITY OF WATERLOO. Business Administration, Accounting and finance. Applications are invited for faculty positions from those with teaching and research interests in (i) managerial accounting (ii) financial accounting (iii) finance (iv) accounting information systems. Ph.D. or equivalent. Salary and rank will depend on qualifications. Appointments effective July 1, 1982 or by arrangement. Appointments available until positions filled. Send resumes to Dr. John R. Hanna, Professor of Accounting, 222 Hagey Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval.

ACADIA UNIVERSITY. School of Business Administration. Applications are invited for positions at the rank of either Lecturer, Assistant Professor or Associate Professor in the School of Business Administration, Acadia University. The salary offered will be fully competitive and according to qualifications and experience. Applicants should hold the Ph.D. degree. Only Canadian citizens or landed immigrants will be considered for this position. The effective date for appointment is July 1, 1982 or later by mutual agreement. Applications should be addressed to Dr. M. McGuinness, Chairman, Faculty Appointment Committee, School of Business Administration, Acadia University, Wolfville, Nova Scotia, BOP 1X0.

ST. FRANCIS XAVIER UNIVERSITY. Department of Business Administration. Applica-

tions are invited for several faculty positions in the Department of Business Administration for the 1982/83 academic year. Responsibilities include undergraduate teaching and research. Positions are available in the following areas: Marketing, Finance, Organizational Behaviour and Policy. The ability to teach in more than one area is desirable. Ph.D. or Ph.D. candidate preferred. M.B.A.s with work experience will be considered. Rank and salary will be dependent upon qualifications and experience. Interested candidates should forward a curriculum vitae to: Leo T. Gallant, Chairman, Department of Business Administration, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

UNIVERSITY OF MANITOBA. Finance Area. Rank open. Ph.D. in hand or dissertation near completion. Undergraduate and M.B.A. teaching and research in the finance area. Salary fully competitive depending on qualifications and experience. Apply to Dr. Brian P. Dugan, Acting Head, Department of Accounting and Finance, Faculty of Administrative Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Position effective July 1, 1982. Applications will be accepted until positions are filled. The University encourages applications from women and men, and especially from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application.

QUEEN'S UNIVERSITY. Business Administration and Commerce. Applications are being accepted for tenure-track and/or visiting faculty positions in Accounting, Finance and Marketing. Teaching will be at the B. Com., MBA and Ph.D. level. Completed Ph.D. is strongly preferred. Send resume to: Dr. H.O. Helmers, Associate Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF ALBERTA. Faculty of Business Administration and Commerce. Applications are invited for faculty positions from those with teaching and research interests in: accounting, management information systems, finance, management science, marketing, business policy, industrial and legal relations. Ph.D. or equivalent is required. Salary and rank depend on qualifications. Canadian citizens and permanent residents will be given preference. Appointments normally effective July 1st. Send resume to: Dr. Roger S. Smith, Dean, Faculty of Business and Commerce, The University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. The University of Alberta is an equal opportunity employer.

BROCK UNIVERSITY. School of Administrative Studies. Applications are invited for teaching positions in the School of Administrative Studies in the following areas: Management, Accounting, Production, Marketing and Organizational Behaviour/Industrial Relations. A Ph.D. or Ph.D. in progress, or the equivalent is preferred. Salary and rank will be commensurate with qualifications and experience. An application, including a curriculum vitae and the names of three referees, should be sent to: J.R. Hanna, M. B. Dirksen, School of Administrative Studies, Brock University, St. Catharines, Ontario, L2S 3A1.

CELTIC STUDIES

ST. FRANCIS XAVIER UNIVERSITY. Celtic Studies. Possible appointment beginning 1982-83 at assistant professor level, Ph.D. Celtic languages and literatures. Preferred fields of competence: Modern Scottish Gaelic Poetry; Old and Modern Irish; Folklore and Mythology; Traditional Celtic Music. Graduate and undergraduate courses and guided research. Salary commensurate with qualifications. Application including curriculum vitae and names and addresses of two referees, should be sent to Sister M. MacDonell, Chairman, Celtic Studies Department, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

CHEMISTRY

LAURENTIAN UNIVERSITY OF SUDBURY. Department of Chemistry. Assistant Professor. Analytical-Inorganic Chemistry. The Department of Chemistry invites applications from men and women for a regular probationary appointment in Analytical-Inorganic Chemistry. Appointments will be

made at the Assistant Professor level. Duties include teaching at the undergraduate and graduate (M.Sc.) level. Preference will be given to candidates who can teach in both English and French. Applicants should provide a complete curriculum vitae, a brief description of research interest, a transcript of the academic record and the names of three referees to: Dr. H. Falter, Chairman, Department of Chemistry, Laurentian University, Sudbury, Ontario P3E 2C6. Position is subject to budgetary approval. Canadian citizens and landed immigrants will be given preference.

LAURENTIAN UNIVERSITY OF SUDBURY. Department of Chemistry. The Department of Chemistry invites applications for men and women for a regular probationary appointment at the rank of Assistant Professor. Candidates will be expected to teach at both the undergraduate and graduate (M.Sc.) level. Preference will be given to candidates who can teach in both English and French. The area of specialization is open but the Department is particularly interested in applications from individuals in the following areas: Inorganic Chemistry, Analytical Chemistry, Industrial Chemistry or Physical Chemistry. Applicants should provide a complete curriculum vitae, a brief description of research interests, an academic transcript, and the names of three referees to: Dr. H. Falter, Chairman, Department of Chemistry, Laurentian University, Sudbury, Ontario, P3E 2C6. Position is subject to budgetary approval. Canadian citizens and landed immigrants will be given preference.

UNIVERSITY OF WINNIPEG. Chemistry. The Chemistry Department invites applications for a seasonal position (probably tenure-track after one year) at the rank of Assistant Professor, Ph.D. ordinarily required. Duties will include teaching introductory and Advanced Physical Chemistry or Inorganic Chemistry in addition to some senior laboratory instruction. Salary dependent upon qualifications and experience. Applications, including curriculum vitae and the names of three referees, should be sent to: Dr. F.W. Barth, Search Committee Chairman, Chemistry Department, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Date of appointment: September 1, 1982. Closing date for applications: May 15, 1982. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. SCARBOROUGH COLLEGE. Chemistry. One or two limited-term Assistant Professorships commencing July 1, 1982. Applicants in any area of chemistry will be considered. Duties include undergraduate teaching and research. Send curriculum vitae and names of three referees to: John E. Dove, Chairman, Physical Sciences Division, Scarborough College, 1265 Military Trail, West Hill, Ontario, Canada, M1C 1A4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ST. FRANCIS XAVIER UNIVERSITY. Department of Chemistry. Applications are invited for a probationary (tenure-track) appointment as assistant or associate professor for the 1982-83 academic year, subject to final budgetary approval. We are seeking a physical/inorganic chemist possessing a strong background in analytical chemistry, but applications from exceptionally qualified candidates in other subfields will be considered. Candidates at the assistant professor level should show promise of teaching effectively at the undergraduate level, with emphasis on introductory courses, and will be expected to develop a vigorous research program. Candidates at the associate professor level must have demonstrated these abilities. In accordance with federal government regulations, preference will be given to Canadian citizens and permanent residents of Canada. Applications (with curriculum vitae and names of three referees) should be addressed to: Dr. Brian Lynch, Chairman, Department of Chemistry, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. Telephone (902) 867-2196.

UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral and research associate positions in catalysis. Positions are available in the Surface Science and Catalysis Group at the University of Toronto for research on novel metal catalysts for alternative energy such as methane utilization. The techniques employed by the interdisciplinary group range from organometallic synthesis, through metal

vapour and electrochemical deposition onto oxides, polymers and zeolites, to modern surface science methods in heterogeneous catalysis, and includes theoretical studies. Catalyst research will be directed by six chemistry faculty (I. Cszmadia, M. Dignam, R. Morris, M. Moskovits, G. Ozin, and J. Powell) and chemical engineer D. Napier. Salaries from \$15,000 and up. Apply with a resume and the names of three referees to: Professor M.J. Dignam, Department of Chemistry, University of Toronto, Toronto, Ontario, M5S 1A1, Canada.

UNIVERSITY OF TORONTO. SCARBOROUGH COLLEGE. Chemistry. A limited-term assistant professor appointment in any field of chemistry, or chemical physics, though some preference will be given to analytical or inorganic chemistry. To commence July 1 or September 1, 1982. Ph.D. required. Duties include undergraduate teaching and research. Send curriculum vitae and names of three referees to: John E. Dove, Chairman, Physical Sciences Division, Scarborough College, 1265 Military Trail, West Hill, Ontario, Canada, M1C 1A4.

UNIVERSITY OF TORONTO. SCARBOROUGH COLLEGE. Chemistry. A one-year limited term Assistant Professor appointment in Organic Chemistry or Physical Chemistry available July 1 or September 1, 1982. Doctorate required with expertise in Organic Chemistry or Physical Chemistry. Duties include undergraduate teaching and research. Send curriculum vitae and names of three referees to: John E. Dove, Chairman, Physical Sciences Division, Scarborough College, 1265 Military Trail, West Hill, Ontario, Canada, M1C 1A4.

COMBINATORICS & OPTIMIZATION

UNIVERSITY OF WATERLOO. Faculty of Mathematics, Department of Combinatorics & Optimization. Applications are being accepted for the position of an Assistant or Associate Professor in Continuous or Discrete Optimization. The position is for a three-year definite term, with the possibility of a tenure track appointment at the end of this period. Applicants should have proven ability, or the potential, for excellent research and effective teaching. Responsibilities will also include the supervision of graduate students. Salary and rank will be commensurate with qualifications and experience. Effective date of appointment is September 1, 1982. Interested individuals should send resumes and the names of three referees to: Professor J.A. Bondy, Chairman, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to availability of funds.

COMMERCE

MOUNT ALLISON UNIVERSITY. Department of Commerce. The Department seeks a Lecturer or Assistant Professor in quantitative methods. The position involves teaching nine hours per week at the undergraduate level with an M.B.A. being the minimum academic requirement. Salary is negotiable, with the date of appointment being July 1, 1982. Applications will be accepted until the position is filled and should be directed to Professor N. de Vos, Head, Department of Commerce, Mount Allison University, Sackville, New Brunswick, E0A 3C0.

CARLETON UNIVERSITY. School of Commerce. Applications are invited to fill faculty positions in (i) accounting, (ii) finance, (iii) marketing, (iv) management and organizational behaviour, (v) industrial relations, (vi) systems analysis/data processing, and (vii) business policy. Ph.D. degree or substantial work towards Ph.D. degree is required. Tenure track at the assistant or associate professor levels. Excellent working conditions. Applications should be sent to Dr. J.A. Balletti, Director, School of Commerce, Carleton University, Ottawa, Ontario, K1S 5B6. Starting July 1, 1982. Budgetary approval is required for some of the positions.

CARLETON UNIVERSITY. School of Commerce. Applications are invited to fill faculty positions in accounting. Rank commensurate with experience and qualifications. Excellent working conditions. Applications should be sent to Dr. A.J. Balletti, Director,

School of Commerce, Carleton University, Ottawa, Ontario, K1S 5B6. Starting July 1, 1982. Budgetary approval is required for some of the positions.

NIPISSING UNIVERSITY COLLEGE. Faculty of Arts, Commerce, Assistant or Associate Professor of Commerce, Doctorate or M.B.A., also appropriate professional designation. Teaching: Accounting, Business Organization and Management, Intermediate Business Administration and possibly Quantitative Methods for Management. Duties also include co-ordinating the Commerce program at Nipissing University College. Terms and salary negotiable. Please forward curriculum vitae and three letters of reference to Dr. R. Brozowski, Acting Dean of Arts, Nipissing University College, P.O. Box 5002, North Bay, Ontario, P1B 8L7. Effective date of appointment: 1 July 1982. Closing date for receipt of applications: 30 April 1982.

COMMUNICATION STUDIES

UNIVERSITY OF WINDSOR. Communication Studies. A tenure-track appointment with teaching interests in two or three of the following areas: media production; organizational-instructional communication; communication policy and development; communication theory and research; press studies. Ph.D. or equivalent, or M.A. plus significant media experience. Position available 1 July 1982. Apply to: Head, Department of Communication Studies, University of Windsor, Windsor, Ontario, N9B 3P4, (519) 253-4232, Ext. 726. The Government of Canada requires that we state that only Canadians/Landed Immigrants to Canada need apply for the position.

COMPUTER SCIENCE

THE UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for two visiting Professorship positions in Computing Science. Duties include conducting research, supervising graduate students, and teaching undergraduate and graduate courses. Applicants in all areas will be considered, although preference will be given to applicants with expertise in the areas of networks, programming languages, operating systems and computer architecture. A Ph.D. in Computer Science or related field or demonstrated equivalent achievement in education and research is required. The Department currently consists of 18 faculty with a wide range of research and teaching interests. Hardware support includes an Amdahl 470-V8, a VAX 11/780, Nanodata OM-1, PDP-11's, a PLATO system and a well-equipped mini and microcomputer lab. Please send curriculum vitae and names of three references to: Dr. L.W. Jackson, Acting Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. The University is an equal opportunity employer, but, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The minimum/maximum annual salaries are: Assistant Professor \$27,720 to \$39,820; Associate Professor \$35,420 to \$51,658; Professor \$46,010 to \$52,665. Closing date for applications: July 1, 1982.

UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for two tenure track assistant professorship positions in Computing Science. Duties include conducting research, supervising graduate students, and teaching undergraduate and graduate courses. Applicants in all areas will be considered, although preference will be given to applicants with expertise in the areas of networks, programming languages, operating systems and computer architecture. A Ph.D. in Computer Science or related field or demonstrated equivalent achievement in education and research is required. The Department currently consists of 18 faculty with a wide range of research and teaching interests. Hardware support includes an Amdahl 470-V8, a VAX 11/780, Nanodata OM-1, PDP-11's, a PLATO system and a well-equipped mini and microcomputer lab. Please send curriculum vitae and names of three references to: Dr. L.W. Jackson, Acting Chairman, Department of Computing Science, University of Alberta, Edmonton,

Alberta, Canada, T6G 2H1. The University is an equal opportunity employer, but, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The minimum/maximum 11 step annual salary is \$27,720 to \$39,820. Closing date for applications: July 1, 1982.

YORK UNIVERSITY. Department of Computer Science. Applications are invited for several academic tenure track and visiting (sabbatical replacement) positions at the assistant, associate, or full professor level. Applicants should have obtained a Ph.D. in Computer Science or equivalent, or will complete such a degree before the 1982-83 academic year. Preference will be given to applicants who have research and teaching interests in one or more of the following areas: data intelligence, programming languages, software engineering, computer graphics or minis and micros. Duties will include teaching, research and participating in the life of the department. Salary is negotiable. Faculty have access to a National Advanced Systems AS/6, a DECsystem 10, a VAX 11/780, and a microcomputer laboratory which includes interactive graphic subsystems. York University is located in the north-west quadrant of Metropolitan Toronto, an area with one of the highest concentrations of facilities in Canada. York is also an easy reach of excellent cultural and recreational facilities. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position. To apply, send your curriculum vitae and three references to: Prof. Eshrafi, Chair, Department of Computer Science, York University, 4700 Keele Street Downsview, Ontario, Canada, M3J 1P3.

UNIVERSITY OF WATERLOO. Computer Science. Applications are being accepted for a faculty position in the area of Information Systems. The candidate is expected to hold a Ph.D. degree in Computer Science, Information Systems, Management Systems, or related fields, or equivalent experience. An M.B.A. degree would be desirable though not necessary. Salary and rank according to experience. The successful candidate will be expected to participate in the teaching and research activities of the Department, and to provide leadership in the development of the curriculum in Information Systems and related areas. The Computer Science department is located in the Faculty of Mathematics which has large programs for students specializing in Computer Science, Mathematics, Accounting, and Business Administration. There are excellent opportunities for interaction with professors of Computer Science, Statistics, and Operations Research in the Faculty of Mathematics, Management Science in the Faculty of Engineering, and Accounting in the Department of Economics. For further information contact Professor J.A. Brzozowski, Chairman, Department of Computer Science, University of Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Computer Science. Applications are being accepted for faculty positions at the Assistant, Associate, or Full Professor level. A Ph.D. in Computer Science is required, with evidence of outstanding research accomplishment or potential. All areas will be considered. Salary according to experience. This position is subject to availability of funds. Applications should include curriculum vitae and the names of three references and should be directed to Professor J.A. Brzozowski, Chairman, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF MANITOBA. Computer Science. Applications are invited for a tenure-track position at the assistant professor level in the Department of Computer Science, University of Manitoba. Ph.D. in computer science or equivalent is required. Position available July 1, 1982. Minimum salary — \$23,997. Preference for specialization in the area of software and systems or hardware. Responsibilities will be teaching primarily at the undergraduate level and conducting research. Both women and men are encouraged to apply. In accordance with

Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply to: Professor R.G. Stanton, Head, Department of Computer Science, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

UNIVERSITY OF SASKATCHEWAN. Computational Science. Applications are invited for a tenure-track faculty position at the Assistant Professor level (commencing July 1, 1982). Applicants should have a Ph.D. in Computer Science or Computer Engineering (or should be nearing completion of this degree). Candidates from all areas of Computer Science or Computer Engineering are encouraged to apply. Responsibilities will include teaching at the undergraduate and graduate levels and research. Salary will be in the range of \$25,000 to \$34,000 depending on qualifications and experience. The University of Saskatchewan services approximately 11,000 students with a very attractive campus that overlooks the South Saskatchewan River in Saskatoon. A young, vigorous and expanding department of ten professors B.Sc., B. Comm. and M.Sc. degree programs in Computer Science. A Ph.D. degree is offered on a special calendar basis. The Department has available some very good research facilities featuring a VAX 11/750 in addition to high quality undergraduate facilities that are administered by Academic Computing Services. Please direct enquiries and applications to: Dr. P.G. Sorenson, Head, Department of Computational Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada.

CARLETON UNIVERSITY. School of Computer Science. Positions available (rank open) July 1, 1982. Candidates should have a Ph.D. in Computer Science or equivalent. Areas of specialization will include management information systems, data base, distributed processing, and systems analysis. Send C.V.'s and the names of three references to: J.L. Davidson, School of Computer Science, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LAURENTIAN UNIVERSITY. Department of Mathematics and Computer Science. Applications are invited from men and women for a position in Computer Science to commence July 1, 1982. It is expected that this will be a tenure-track position. The applicant must have a commitment to teaching at the undergraduate level and to research, and will be expected to play a major role in the development of an "Applications Software" oriented computer science program. The applicant should have a Ph.D. or be nearing completion of a Ph.D. but applied for the masters in computer science with experience may be considered. Rank and salary will be commensurate with qualifications and experience. Applications, including a C.V. and names of three referees, should be submitted to: Dr. J.L. Davidson, Chairman, Department of Mathematics and Computer Science, Laurentian University, Sudbury, Ontario, P3E 2C6. Position is subject to budgetary approval. Canadian citizens and landed immigrants will be given preference.

BROCK UNIVERSITY. Computer Science. Applications are invited for a tenure track position at an appropriate rank based on qualifications and experience. The competition will remain open until the position is filled. A Ph.D. in Computer Science, F.B.C. or M.Sc., with industrial and/or commercial experience is required; however, an applicant having an M.Sc. and expecting to soon complete a Ph.D. will be considered. Research areas will be primarily teaching at the undergraduate level and conducting research. Brock University is a small university in the Niagara Peninsula within easy driving distance of Toronto, Ontario and Buffalo, New York. The Department of Computer Science is a rapidly growing department offering both a B.Sc. and B.Sc.(Hons.) program. Preference will be given to candidates eligible for employment in Canada at the time of application. Applications, including a curriculum vitae and names of three references, should be submitted, as soon as possible, to: Chairman, Department of Computer Science and Information Processing, Brock University, St. Catharines, Ontario, L2S 3A1.

DALHOUSIE UNIVERSITY. Department of Mathematics, Statistics and Computing Science. Applications are invited for a tenure-track computing science position. Applicants should hold a Ph.D. in any area

of Computing Science. Applications, including curriculum vitae and the names of three referees should be sent to: Dr. A.C. Thompson, Department of Mathematics, Statistics and Computing Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H8.

CRIMINOLOGIE

UNIVERSITÉ D'OTTAWA. Département de criminologie. Le département de criminologie a présentement un poste temporaire à combler au programme de maîtrise et du certificat en criminologie à compter du 1er juillet 1982. L'engagement initial sera basé sur un contrat à partir du 1er juillet 1982 ou 30 juin 1983. Le poste pourrait devenir un poste régulier en 1983-1984. A ce moment, le poste sera annoncé et rempli selon la convention collective de l'Université d'Ottawa. Le poste exige l'enseignement de la criminologie au niveau du premier et du deuxième cycle: réaction sociale au comportement criminel, perspective théorique en criminologie, crime et société. La préférence est pour une candidate bilingue (française et anglaise) possédant un Ph.D. ou étant sur le point de l'obtenir. Conformément aux exigences de l'immigration au Canada la présente annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux personnes domiciliées en permanence au Canada. Adressez votre demande accompagnée d'un curriculum vitae et les noms de trois (3) répondants avant le 31 mai 1982 au professeur J. Clale, Directeur, Département de criminologie, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

DENTISTRY

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. Effective February 1, 1982, a vacancy will exist for a full-time Faculty Member in the Division of Operative Dentistry, Department of Restorative and Prosthetic Dentistry, College of Dentistry, University of Saskatchewan. The position of Operative Division Director is open within the Department of Restorative and Prosthetic Dentistry. Graduate qualification at the Masters level and/or Certification in a related discipline and/or teaching and practice experience in Restorative Dentistry preferred. Duties include teaching preclinical and clinical Operative Dentistry, and applied research and publication related to clinical disciplines. Consulting and practice privileges to a maximum of two half days per week are permitted, either on or off base. An Intramural Practice Unit is provided for faculty who wish to utilize on base facilities. Salary and rank commensurate with qualifications and experience. Interested applicants should send curriculum vitae and related documentation with at least three names for reference purposes to: Dr. E.R. Ambrose, Dean, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

ECONOMICS

UNIVERSITY OF MANITOBA. Economics. The Department of Economics, University of Manitoba, invites applications for full-time sessional or term faculty positions at the rank of Lecturer or Assistant Professor, beginning July 1, 1982. Responsibilities include teaching and research in one or more of the following fields: Labour history, institutions and industrial relations; international economics and economic theory. Applicants for these positions should have at least a doctorate or be near completion. Appointments are subject to budgetary approval. Both women and men are encouraged to apply. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given to Canadian citizens and permanent residents. Applicants are invited to submit their curriculum vitae with names of three references by April 30th, 1982 to Professor R.H. Vogt, Acting Head, Department of Economics, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

BISHOP'S UNIVERSITY. Economics. Applications are invited for full-time sabbatical placement, from July 1, 1982 to June 30, 1983. Applicants holding the Ph.D. degree

are preferred. The successful candidate will teach undergraduate courses in fields such as: Fiscal Policy, Public Finance, Economic Development, Macroeconomics, Microeconomics. The appointment will be at the rank of Lecturer (Floor \$22,544) or Assistant Professor (Floor \$28,180). Applications with curriculum vitae and names of three referees should be addressed to: Dr. K.J. Kuepper, Dean of Faculty, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

THE UNIVERSITY OF NEW BRUNSWICK, Economics. Applications are invited for a one-year term appointment as Assistant or Associate Professor of Economics. Preference will be given to candidates with experience in the areas of public finance and policy, labour resources or regional economics. Salary dependent on qualifications and experience. Applications, including curriculum vitae and names of three referees, to: Dr. I.R. Cameron, Dean of Faculty, University of New Brunswick, Tucker Park, Saint John, N.B. E2L 4L5. Appointment effective 1 July, 1982. Applications will be accepted until position is filled.

ACADIA UNIVERSITY, Department of Economics. Applications are invited for full-time tenure track faculty positions at the Lecturer or Assistant Professor rank, Doctorate or near completion required. Starting date: July 1, 1982. Preference will be given to applicants who have the background to teach at the undergraduate and graduate levels and conduct research. Fields of specialization open, but those of special interest are econometrics, monetary, and international economics. Salary commensurate with qualifications and experience. Only Canadian citizens or landed immigrants will be considered for these positions. Applications received until position is filled. Applications including curriculum vitae, transcripts and names of references should be sent to: Dr. R.A. French, Head, Department of Economics, Acadia University, Wolfville, Nova Scotia, B0P 1X0.

MCGILL UNIVERSITY, Department of Economics. McGill University, Department of Economics, Faculty of Art invites applications to teach in the Summer Session of 1982. Two courses are available: Economics 205L, An Introduction to Applied Political Economy; and Economics 302L, Money and Banking. Both courses will be offered June 1 to July 26, 1982. Rank open. Salary: Lecturer, \$3,300; Assistant Professor, \$3,500. Assistant Professor, \$3,700; and Professor, \$4,400. Applications with c.v. and names of three referees should be addressed to Professor Irving Brecher, Chairman, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian Citizens and permanent residents.

THE UNIVERSITY OF LETHBRIDGE, Department of Economics. One position at the Lecturer or assistant professor level. The successful candidate should be able to teach two courses in the Fall semester of 1982. If the appointment is extended, he or she will be required to teach three courses during the spring semester of 1983. Introductory economics will be part of the teaching load. Canadian citizens or permanent residents of Canada will be given preference. A Ph.D. is preferred but consideration will be given to doctoral candidates. Specialists in economic history, monetary economics or public finance will be given preference but other fields will be considered. Salary on an annual basis (1981-82): Assistant Professor — minimum \$24,204. Applicants should send a curriculum vitae and addresses of three references to: Dr. S.G. Clarke, Chairman, Department of Economics, The University of Lethbridge, University Drive, Lethbridge, Alberta, T1K 3M4. A four-month term position beginning September 1, 1982 with, if funding is available, an extension for four months beginning January 1, 1983. Closing date: May 30, 1982.

ST. FRANCIS XAVIER UNIVERSITY, Department of Economics. The Department has two vacancies at the lecturer or the assistant professor level. Recently completed Ph.D.'s or Ph.D. candidates who wish to gain teaching experience at the undergraduate level are invited to apply. The successful candidate will teach in the following areas: Principles, Regional and Maritime, Labour, Public Finance, International Trade. Other areas will be considered. One of these positions is subject to the availability of funds. Applications with curriculum vitae and names of referees should be sent to: Leonard Pluta, Chairman, Department of Economics, St. F.X. University, Antigonish, N.S. B2G 1C0. First consideration will be

given to those applicants who at the time of application are legally eligible to work in Canada.

EDUCATION

UNIVERSITY OF LETHBRIDGE, Faculty of Education. Applications are invited for an anticipated term position in: Social Studies Education, Background and Qualifications Sought: Experience in working with elementary and secondary school students in the field of social studies; demonstrated teaching excellence, personal competence and teaching experience in social studies. Prepared to work specifically with university student studies majors preparing themselves for teaching, supervise student teachers, as well as provide inservice training and workshop for teachers in local school systems. Supporting areas of expertise in one or more of the following areas: Reading, Evaluation of General Curriculum and Instruction. Period of Term Appointment: July 1, 1982 to June 30, 1983. Salary: Commensurate with qualifications and experience. Note: This position will be staffed subject to the availability of adequate budget. Application: Letter of application, full curriculum vitae and names of three references to be sent to: Dr. J.M. Thorlacius, Dean, Faculty of Education, University of Lethbridge, Lethbridge, Alberta, T1K 3M4. Closing date for Applications: April 30, 1982. Canadian citizens and permanent residents of Canada will be given preference for this position.

UNIVERSITY OF LETHBRIDGE, Faculty of Education. Applications are invited for an anticipated term position in: English Education, Background and Qualifications Sought: Experience in working with elementary and secondary school students in the field of English. Demonstrated teaching excellence. Personal competence and teaching experience in English. Prepared to work specifically with university English majors preparing themselves for teaching, supervise student teachers, as well as provide inservice training and workshop for teachers in local school systems. Supporting areas of expertise in one or more of the following areas: Reading, Evaluation or General Curriculum and Instruction. Period of Term Appointment: July 1, 1982 to June 30, 1983. Salary: Commensurate with qualifications and experience. Note: These positions will be staffed subject to the availability of adequate budget. Application: Letter of application, both curriculum vitae and names of three referees to be sent to: Dr. J.M. Thorlacius, Dean, Faculty of Education, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4. Closing Date for Applications: April 30, 1982. Canadian citizens and permanent residents of Canada will be given preference for this position.

ACADIA UNIVERSITY, School of Education. Applications are invited for a tenure track position in the School of Education. The position is available the first of July. Responsibilities include teaching at the graduate and undergraduate level as well as administrative and counselling responsibilities as Director of the University Counselling Centre. Candidates should have a background in counsellor education and educational psychology with experience in teaching and counselling in a university setting. A doctorate and eligibility for registration as a Psychologist in Nova Scotia are required. Rank and salary will be dependent on the applicant's qualifications and experience. Canadian citizens and Landed Immigrants will be given preference. Applications including a curriculum vitae and names of three referees should be sent to: Dr. J.A.H. Fraser, Director of Student Services, Acadia University, Wolfville, N.S. B0P 1X0.

UNIVERSITY OF VICTORIA, Curriculum Studies, Education Administration, School Counselling. The University of Victoria invites applications for Visiting Professors to teach, administrative and evaluate field-based graduate programs proposed or continuing in Kamloops, Kelowna, Courtenay/Campbell River, Nanaimo and Port Alberni. The appointments are for one or two years, beginning July or September, 1982. Candidates must have a doctorate, substantial research, graduate teaching experience and experience working with field-based professionals. Rank and salary are open. The position is subject to funding. Applications, curriculum vitae and names of three referees should be forwarded to: Curriculum Studies Search Committee, University of Victoria, Victoria, B.C. V8W 2Y2.

Administration Search Committee, Dr. Aron Olsson, Chairman, Department of Communications, and Social Foundations or School Counselling Search Committee, Dr. Roger Ruth, Chairman, Department of Psychological Foundations at the following address: University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Deadline for applications: April 30, 1982.

UNIVERSITY OF NEW BRUNSWICK, Faculty of Education. The Micmac-Maliseet Educational Development Institute seeks a linguist/educator at the Assistant Professor rank for a one-year term beginning July 1, 1982. Duties and responsibilities include research into the role of Native languages in Maritime schools, Native language curriculum development and teaching in a related area. A completed graduate degree in education, competence in either Micmac or Maliseet and teaching experience with Native people are required qualifications. This position is subject to budgetary approval. Applications, together with names of three referees, should be sent to: Dr. D.A. MacIver, Dean, Faculty of Education, University of New Brunswick, Bag Service 45333, Fredericton, N.B., E3B 6E3 no later than April 30, 1982. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BRANDON UNIVERSITY, Education. Position: Term appointment as Instructor in Educational Psychology and Educational Foundations. Rank: Lecturer or Assistant Professor. Salary: Commensurate with qualifications and experience at Lecturer or Assistant Professor level. Qualifications: Minimum of a Master's Degree. Experience as an Instructor in Educational Psychology. Duties: Be prepared to teach courses in Educational Psychology and Educational Foundations. Supervise student teachers in the schools, attend Departmental meetings and serve on Committees as required. Contract dates: September 1, 1982 - August 31, 1983 (Sabbatical replacement). Letter of application: Please send curriculum vitae, original transcripts and three letters of reference to: Dr. Dale T. Hayes, Dean, Faculty of Education, Brandon University, Brandon, Manitoba, R7A 6A0. Closing date: when position filled. Note: In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY, School of Education — Summer School. Applications are invited for instructor in Special Education for the 1982 summer session at Acadia University. Candidates must have a knowledge of special education as developed in Europe. Successful applicant will teach two half-courses: Methods in Special Education and Teaching TMR, Severely Handicapped including Sheltered Workshop. Salary is \$3,750. Send applications to Dean W.R. MacDonald, School of Education, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Applications received until position is filled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

EDUCATIONAL PSYCHOLOGY

UNIVERSITY OF ALBERTA, Department of Educational Psychology. Two positions open: Lecturer for a non-tenured position in the Department of Educational Psychology. Duties will involve teaching in the Counselling and School Psychology areas in a large, comprehensive undergraduate/graduate program. Candidates should have a completed doctorate, a teaching certificate, specialized graduate training in the area, plus some clinical or school experience. Teaching at the undergraduate and graduate levels, plus practicum student supervision will comprise the major components of this position. Lecturer for a non-tenured position in the area of Special Education. Duties will involve teaching in a large comprehensive undergraduate/graduate program. Candidates should have a completed doctorate, a teaching certificate, practical experience, a demonstrated applied research program, and skill in working with children with mild/moderate handicapping conditions at either the early childhood or secondary level. Salary approximately \$20,000 per appointment effective September 1, 1982. The University is an equal opportunity employer, but because of the requirements of Canada Employment and Immigration, preference

will be given to Canadian Citizens and Landed Immigrants. Closing date for accepting applications April 30, 1982. Applications, including a current curriculum vitae and names of three referees, should be sent to: Dr. Harvey W. Zingle, Chairman, Department of Educational Psychology, University of Alberta, Edmonton, Alberta, T6G 2G5.

EDUCATIONAL TECHNOLOGY

CONCORDIA UNIVERSITY, Education, Educational Technology. Concordia University's Graduate Program in Educational Technology invites applications for two new tenure-track positions, one at the assistant professor level and one at any rank. Successful candidate will teach courses, supervise educational technology internships, and direct M.A. and Ph.D. (Educational Technology) theses. Candidates must have a Ph.D. Successful applicants will be expected to develop and maintain teaching and/or research programs in two or more of: computer-aided learning; educational planning; teleeducation (including distant study and self-instruction); development and evaluation of educational materials (e.g. TV, film, computer-based systems, educational games); educational systems analysis; research design and statistics; learning and instructional design; experimental analysis of behaviour. Salary and rank commensurate with qualifications. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, brief statement of research interests and objectives, selected reprints of papers and the names of three referees who can assess the candidate's research and teaching ability. Documents should be sent to: Professor P. David Mitchell, Director, Graduate Programme in Educational Technology, Department of Education, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M5. Deadline: May 1, 1982.

EGYPTIAN

UNIVERSITY OF TORONTO, Near Eastern Studies. The Department of Near Eastern Studies intends to fill a tenure system position in Egyptian Language and Literature. Candidates must be trained in Egyptian philology and linguistics, with a broad background in a related area, e.g. Semitics, Classics, History, capable of teaching all phases of Egyptian language at the undergraduate and graduate levels, and prepared to teach in the related fields of literature and history. Applicants must hold a Ph.D. in Egyptology or a related field for assistant professor (currently \$20,500). Send enquiries, curriculum vitae, and names of three referees to the Chairman, Department of Near Eastern Studies, University of Toronto, Toronto, Ontario, M5S 1A1. Starts July 1, 1983. Closing Date: June 30, 1982. N.B. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

ENGINEERING — CHEMICAL

UNIVERSITY OF NEW BRUNSWICK, Chemical Engineering. The Department of Chemical Engineering, University of New Brunswick, has a faculty position available as of July 1, 1982. A Ph.D. in Chemical Engineering or the equivalent is required. Industrial experience is desirable. The position is available at the Assistant or Associate Professor rank depending on experience. The Department has an undergraduate and graduate program leading to B.Sc., M.Sc., M.Eng. and Ph.D. degrees. The graduate program involves fundamental and applied research as well as studies carried out in co-operation with local industries. The Department presently has eight full-time faculty members. The successful candidate would be involved in all aspects of the Department including teaching, research and applied research programs with local industry. The Department has research programs in the areas of molecular sieves, metallurgical processes, combustion, heat and mass transfer and energy conservation. Candidates with

related interests are sought although persons with other qualifications will be considered. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Salary ranges as of January 1982: Assistant Professor: \$23,000 - \$32,685; Associate Professor: \$29,055 - \$42,371. Applicants should send curriculum vitae giving research interests and the names of three referees to: Dean F.R. Wilson, Faculty of Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3.

ENGINEERING — CIVIL

UNIVERSITY OF TORONTO. Civil Engineering, Structures and Transportation. Applications are invited for tenure stream appointments. Associate Professor in Structural Engineering, Assistant Professor in Transportation Engineering, Structures: Large scale experimental studies of structural behaviour and the development of analytical techniques for computer-aided design are strongly emphasized research areas. A state-of-the-art structural testing facility will come into operation in 1982 to complement existing large scale facilities. Candidates must be good teachers, and must have a strong interest in the incorporation of the results of research into professional practice. Candidates must have proven ability and experience to contribute towards both experimental and analytical structural engineering research, and must also have experience in establishing and managing research programs. **Transportation:** To complement an active graduate program in Transportation Planning, the Department is seeking qualified applicants with teaching and research interests in one or more of the following areas: transportation planning, operations, systems analysis or design. A strong background in quantitative methods and computer applications is essential. Salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Application accompanied by a detailed résumé, with the names of three referees, should be sent to: Professor G.W. Heineke, Chairman, Department of Civil Engineering, University of Toronto, Toronto, Ontario M5S 1A4. Telephone: (416) 978-3098. Start of appointment is July 1, 1982, or as soon thereafter as possible. Closing date for the receipt of applications: April 30, 1982.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Civil Engineering. The Department of Civil Engineering of the Technical University of Nova Scotia invites applications for a tenure-track faculty position in the area of Transportation Engineering. Applicants should hold a Ph.D. in civil engineering and have related professional or research experience. The preferred candidate will have a background in transportation systems and will strengthen the Department's capability in civil engineering systems analysis. Send applications to: Dr. D.H. Waller, Head, Department of Civil Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, B3J 2X4.

ROYAL MILITARY COLLEGE OF CANADA. Civil Engineering. Academic position for a specialist in structural engineering. A Ph.D. or equivalent desired. To teach graduate and undergraduate courses in structural analysis and design; to pursue independent design oriented research; to supervise graduate and undergraduate theses; and to teach other civil engineering subjects as required by the Head of the Department. Competitive salary and in accordance with professional qualifications and experience. Apply to: Dr. Wayne Kirk, Head, Department of Civil Engineering, Royal Military College of Canada, Kingston, Ontario, K7L 2W3. Position starts August 1, 1982. Application deadline: when position filled.

ENGINEERING-ELECTRICAL

McGILL UNIVERSITY. Department of Electrical Engineering. Applications are invited for the position of Assistant Professor from persons with research or industrial experience relevant to the activities of the Computational Analysis and Design Laboratory: application or development of

CAD methods in communications electromagnetics. Candidates must have a Ph.D. in Electrical Engineering or a related discipline. The salary will depend on the experience of the successful candidate, but will be greater than the current Assistant Professor minimum of \$26,825 per annum. The appointment date is open. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Letters of application, to include full curriculum vitae and names of three referees, should be sent to: Chairman, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, Quebec, H3A 2A7.

CONCORDIA UNIVERSITY. Department of Electrical Engineering. Applications are invited for a tenure-track faculty position at the rank of Assistant or Associate Professor in the Department of Electrical Engineering at Concordia University. The position will involve teaching in the area of analog and digital electronics and research in a related field. Applicants should hold a doctorate in an appropriate area and be familiar with modern trends in their area. Applications, which should include curriculum vitae and the names of three referees, should be addressed to: Dr. A. Antoniou, Chairman, Department of Electrical Engineering, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec, H3G 1M6. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLOO. Electrical Engineering. Applications are invited for a faculty position in the Department of Electrical Engineering at the University of Waterloo. Candidates should have a doctorate and a commitment to excellence in teaching and research. All areas of electrical engineering will be considered. Salary and rank will be commensurate with qualifications. It is expected to make the appointment early in 1982 although it will remain open until a suitable candidate is found. Resumes should be sent to: Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Electrical Engineering. The Department of Electrical Engineering, University of Toronto, has a number of academic positions available commencing in the 1982-83 academic year as follows: 1. Assistant/Associate Professor (tenure stream) in the field of electronic devices, with research interests in LSI/VLSI and computer-aided design. Duties will include undergraduate and graduate teaching in electronics. The Ph.D. and a substantial research record are required. 2. Three assistant professors in the fields of (a) control engineering, with research interests in multivariable control theory and its application to industrial problems; a good knowledge of microprocessors and interface electronics would be advantageous; (b) communications, with research interests in data communications or digital signal processing; a good knowledge of digital systems would be advantageous; (c) computer engineering, with research interests in multi-processor systems, hardware design or related areas, and the ability to teach micro-processors and computer organization at the undergraduate level. The above three positions are for initial terms of up to three years, and are renewable. Duties include undergraduate teaching in courses with intensive hardware laboratories and graduate teaching. The Ph.D. in electrical engineering is required. 3. One-year term or visiting appointments at the assistant professor level are available in the fields of (a) electronics (computer-aided design and modern signal processing); (b) computer engineering (any area). Salaries offered will be commensurate with qualifications and experience. Applicants should send curriculum vitae, with the names of three referees and an indication of the position being sought, to: Professor H.W. Smith, Chairman, Department of Electrical Engineering, University of Toronto, Toronto, M5S 1A4. Applications will be accepted until May 31, 1982. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA. Electrical Engineering. Applications are invited for one tenure-stream and two term positions at the assistant or associate professor

level. Candidates should have a doctorate or equivalent in Electrical or Computer Engineering. The position requires demonstrated proficiency in digital hardware and software. Candidates should have a commitment to research and undergraduate and graduate teaching. The department is expecting to add a separate degree program in Computer Engineering. Currently it has 23 full-time faculty members, about 110 students in every year of a four year B.Sc. program in Electrical Engineering and 100 graduate students working for Ph.D., M.Sc. and M.Eng. degrees. A successful candidate may consider a cross-appointment between the University and the Industrial Applications of Micro-electronics Centre Inc., located at the University. The University encourages applications from women and men. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. A detailed résumé, a statement of teaching and research accomplishments and interests, and the names of three referees should be sent on or before June 1, 1982 to the Head, Department of Electrical Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R1T 2N2.

UNIVERSITY OF ALBERTA. Electrical Engineering Department. The Department of Electrical Engineering of the University of Alberta, will, because of expansion and introduction of a co-operative program, have several faculty positions available at the assistant/associate professor levels. These will be in the following areas: Power Electronics, Microprocessors, Fiber Optics, Communications and Electronic Devices. Suitable candidates will have a combination of academic and practical experience. While a Ph.D. is preferred, considerable emphasis will be placed on current and past experience. Inquiries may be directed to: Dr. C.R. James, Professor and Chairman, Department of Electrical Engineering, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G7. The University of Alberta is an equal opportunity employer. Preference will be given however to Canadian citizens and landed immigrants.

UNIVERSITY OF TORONTO. Electrical Engineering. One research associate in Electroheating. Appointment effective February 1, 1982. Master's degree in Electrical Engineering. Yearly salary up to \$22,000. Send résumé to: The Assistant Chairman (Administration), Department of Electrical Engineering, University of Toronto, 35 St. George Street, Toronto, Ontario, M5S 1A5.

QUEEN'S UNIVERSITY. Department of Electrical Engineering. Applications are invited for an academic position in one or more of the following areas: computer engineering, electronics, microprocessors and applications to control or communications. Background in teaching and research desirable. Industrial experience and professional engineering status advantageous. Basic duties will include undergraduate and graduate teaching, research compatible with the departmental programs, and participation with other academic staff in the academic and administrative affairs of the department. Rank and salary are dependent upon qualifications and experience. Candidates of both sexes are equally encouraged to apply. In compliance with regulations of the Department of Manpower and Immigration, only Canadians or landed immigrants to Canada need apply for this position. Submit detailed curriculum vitae, with letter and names of three referees to: P.H. Witke, Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, K7L 3N6.

ENGINEERING — INDUSTRIAL

UNIVERSITY OF REGINA. Engineering. Industrial Engineer to teach industrial systems engineering and general engineering classes, and to do research and/or consulting. Position now open at Assistant or Associate Professor level. Applications encouraged from persons with experience in Canadian industry and/or teaching, including those educated in other than Indian Engineering who have practical experience with human factors engineering, optimization, simulation, and computer applications in industry. Require engineering degree, Master's or higher degree, and qualification to become a registered Professional Engineer in Saskatchewan. Starting date during spring or summer to be ar-

ranged with successful applicant. Send résumé and names of three references to: Dean W.B.H. Cooke, Faculty of Engineering, University of Regina, Regina, Saskatchewan, S4S 0A2.

ENGINEERING — MECHANICAL

CARLETON UNIVERSITY. Mechanical & Aeronautical Engineering. An opening exists for a tenure-track appointment at the Assistant/Associate Professor level. In addition, temporary openings exist for a one year term (sabbatical replacements) at the Assistant or Associate Professor levels. Applications should have Ph.D. and two years' experience in teaching or research. The successful applicants will have an interest in either Design, Solid Mechanics or Materials and Metallurgy, and will be expected to teach at both undergraduate and graduate levels and participate in the research activities of the department. Positions are subject to budgetary approval. Applications with C.V. and names of three referees should be sent to: Dr. J. Goldak, Chairman, Mechanical and Aeronautical Engineering, Carleton University, Ottawa, Ontario, Canada, K1S 5B6. Effective date of appointment July 1, 1982. Closing date for receipt of applications open. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

ENGINEERING-METALLURGY & MATERIALS

McMASTER UNIVERSITY. Faculty of Engineering, Dept. of Metallurgy and Materials Science. Chair of Glass Science and Technology. An endowed Chair of Glass Science and Technology is to be established within the Department of Metallurgy & Materials Science. The Chair is a tenure track position and the appointment will be at the Associate Professor (minimum salary \$27,275 p.a.) or Full Professor (minimum salary \$34,540 p.a.) level with salary negotiable dependent upon qualifications and experience. Candidates should have a strong record of fundamental research in glass science and previous university teaching experience. The successful applicant would be expected to teach undergraduate and graduate courses in glass science and technology and develop a major research effort in these areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants with curriculum vitae and the names of three referees should be sent to: Dr. J.D. Embury, Chairman, Department of Metallurgy and Materials Science, McMaster University, Hamilton, Ontario, Canada L8S 4L7.

ENGINEERING-MINING

UNIVERSITÉ LAVAL. Génie Minier. Fonction: Le Département de mines et métallurgie de l'Université Laval recherche un professeur à plein temps pour participer à l'enseignement de l'exploitation minière au niveau des programmes du baccalauréat et des études supérieures ainsi qu'à la recherche dans le domaine. Le candidat devra être familier avec l'ingénierie des mines souterraines. Une connaissance pratique de l'informatic serait un apport très valable. Exigences: diplôme de génieur avec spécialisation au niveau de la maîtrise ou du doctorat. Toute expérience industrielle pertinente sera également considérée. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents. Rémunération: Elle sera en fonction du rang professoral et de l'expérience selon les échelles de la convention collective. Faire parvenir votre curriculum vitae à: Dr. André Gallbois, directeur, Département de mines et métallurgie, UNIVERSITÉ LAVAL, Québec, Québec (Canada), G1K 7P4. Tél.: (418) 656-2167.

ENGLISH

ST. FRANCIS XAVIER UNIVERSITY. Depart-

ment of English. The Department of English of St. Francis Xavier University has an opening for a limited term appointment at the Assistant Professor level. The candidate must hold a Ph.D. and have teaching experience, primarily in the area of 20th century British and American. Send a complete application only, including a letter of application, a curriculum vitae, transcripts of university records, and the names of three referees whom the applicant has asked to write on his/her behalf by May 1, 1982, to Professor Y.G. Brunelle, Chairman, Department of English, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Teaching English as a Second Language. Assistant Professor, Annual salary \$23,144 (leave replacement, Aug. 1, 1982 - May 31, 1983, non-renewable). Ph.D. in TESL-related field essential. Experience in teaching ESL. Fields of expertise: Language Acquisition, Teaching of Reading and Writing, ESL Methodology, ESL Materials Development (any three of the above). Fluent French essential. Send letter of application, CV, and names of three references to: Prof. I. Pettie, Director, TESL Centre, Concordia University, 1455 de Maisonneuve Blvd. West, Montréal, P.Q. H3G 1M8. Deadline April 30, 1982 or when position is filled.

UNIVERSITY OF SASKATCHEWAN. Department of English. The Department of English, University of Saskatchewan, invites applications for a probationary appointment, at the rank of Assistant Professor, beginning 1 July 1982. Candidates should have a special interest in Renaissance literature. Duties will be to teach undergraduate classes. Ph.D. essential; teaching experience and publications desirable. This tenure-track appointment is subject to budgetary confirmation. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply to: C.A. Thompson, Chairman, Department of English, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. Department of English. The Department of English, University of Saskatchewan, invites applications for a two-year term appointment, at the rank of Assistant Professor, from 1 July 1982 to 30 June 1984. Duties will be to teach three first-year classes. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply to: C.A. Thompson, Chairman, Department of English, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

ENVIRONMENTAL BIOLOGY

UNIVERSITY OF GUELPH. Department of Environmental Biology. Entomology. Two tenure-track positions are available in the Department of Environmental Biology, University of Guelph, for teaching and research in entomology. One of these positions is in systematics and carries responsibility for teaching introductory and advanced courses on the subject; for the supervision of graduate students and research in systematics. The other position is in insect physiology and the incumbent will be expected to teach this subject at both the undergraduate and graduate levels, to supervise graduate students and to develop a research program in insect physiology appropriate to a department with an applied orientation. In addition, the incumbent in one of these positions will be expected to teach insect morphology. The positions provide the opportunity to be involved in a dynamic program in entomology in a department that includes the disciplines of plant pathology, microbiology and weed science. Excellent opportunities for research are provided through the funding relationships with the Ontario Ministry of Agriculture and Food and close co-operation with Agriculture Canada and the Ontario Ministry of the Environment. Positions involve a considerable teaching commitment but each provides the opportunity to develop a major research program. Qualifications: A Ph.D. in entomology, preferably with some postdoctoral experience. Ability to communicate effectively in a teaching role will be a definite asset. The appointments, contingent on the

availability of funds, are available September 1, 1982. Applications should include a complete résumé and the names of three references and should be sent to: Professor F.L. McEwen, Chairman, Department of Environmental Biology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date: May 1, 1982. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FILM

TRENT UNIVERSITY. Cultural Studies Programme - Film. Applications are invited for two summer session appointments for Cultural Studies 280, History and Theory of Film, and Cultural Studies 389, Film Workshop in Script-writing and Film-making. Cultural Studies 280 will be offered on campus, two evenings a week, from May 10 through August 4, 1982. Cultural Studies 389 will be offered on campus, four days a week, from July 5 to August 17. Salary for the positions will be \$4,435 per course. Ph.D. or equivalent teaching and/or professional experience required. Applications for the above positions, accompanied by full curriculum vitae with names of three referees, should be sent to Professor I. McLachlan, Chairman, Cultural Studies Programmes, Trent University, Peterborough, Ont., K9J 7B8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. Department of Film Studies. Queen's University, the Department of Film Studies seeks an individual capable of teaching film-making and criticism courses and who will have primary responsibility for the film-making program for the 1982-83 academic year. This is a non-renewable one-year teaching position which requires film-making experience or graduate work in film. The appointee would be responsible for co-ordinating the overall film-making program and would probably teach two senior courses: 16mm & video, a fourth-year seminar (script-writing or another restricted focus of activity) and a course in criticism (experimental film, film history, documentary film, American or European film, Popular Arts in Canada, etc.). Applicants should send a curriculum vitae and a letter describing their interest to Bill Nichols, Department of Film Studies, Queen's University, Kingston, Ontario, K7L 3N6 (Tel. 613-547-2336). Letters of reference from three individuals should also be sent. Samples of work will be requested later. Employment and Immigration Canada requires us to state, "Canadian citizens and landed immigrants" will be given preference. Closing date for applications is May 1st, 1982.

FORESTRY

UNIVERSITY OF ALBERTA. Department of Forest Science. Position (pending funding): Assistant Professor. Forest Genetics/Breeding. Duties: 50% of time co-ordinating project involving study of population structure, molecular genetics, and habitat relationships of lodgepole pine. 50% of time contributing to developing a strong working relationship with an ongoing tree improvement program of provincial agencies. Qualifications: Ph.D. in forest genetics, at least one degree in forestry; post-doctoral experience in synthesis and management of genetic and habitat data in tree improvement, experience in current molecular genetics technology; quantitative background. Beneficial Starting Salary: \$28,820. Position will have funding for five years. Send letter of application and curriculum vitae to Dr. B.P. Dancik, Department of Forest Science, University of Alberta, Edmonton, Alberta, T6G 2G6; arrange for official transcripts; three confidential letters of reference should be sent directly by referees; applications accepted until May 30, 1982. The University of Alberta is an equal opportunity employer, but, in accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Faculty of Forestry. Silviculture and Forest Biology. Applications are invited for a tenure-stream position in Silviculture and Forest Biology. The successful applicant will be responsible

for teaching undergraduate and graduate courses in the areas of forest biology, silvics and silviculture. Other duties will include graduate student supervision, administrative responsibilities, and initiating research in silviculture and related forest biology. Research interest in the silviculture of eastern Canadian species is desirable. Postgraduate qualification at the Ph.D. level in silviculture or a related discipline is required; previous teaching and research experience are desirable. The appointment will be made at the assistant professor level and salary will be commensurate with the qualifications and experience of the successful applicant. Proposed appointment date is July 1, 1982. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested and qualified individuals should submit a curriculum vitae and other relevant information. Three referees who are acquainted with the work of the applicant should be asked to forward letters of reference. These should be submitted to: The Chairman, Search Committee, Faculty of Forestry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

UNIVERSITY OF TORONTO. Faculty of Forestry. Wood Science and Forest Products. Applications are invited for an academic staff position in Wood Science and Forest Products. The successful candidate will be responsible for undergraduate and graduate courses dealing with wood properties, processing and end products. Other duties will include research, graduate student supervision, and administrative responsibilities. An applicant for this position should have a broad general knowledge of the wood science and forest products field with strength in wood ultrastructure and wood physics, and in the products and processes of the wood-using industries. He should have interests in applied, as well as fundamental research. Relevant teaching, research and industrial experience would be an asset. The doctoral degree in wood science or in a closely related area is desirable, although absence of this degree would not disqualify an applicant, provided he has made a significant contribution to the field. Courses for which the appointee will be responsible will include: Physical properties of wood, wood deterioration and protection, wood drying and wood physics. These courses are of one-semester duration and are offered on an alternate year basis. The appointment will be made at the rank of assistant professor and salary will be commensurate with the qualifications and experience of the successful candidate. It is proposed that this appointment will be made by July 1, 1982. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested and qualified individuals should submit a curriculum vitae and other relevant information. Three referees who are acquainted with the work of the applicant should be asked to forward letters of reference. These should be submitted to: The Chairman, Search Committee, Faculty of Forestry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

FRENCH

ACADIA UNIVERSITY. Department of French. The Department of French, Acadia University, invites applications for a sabbatical replacement at the rank of Instructor. Teaching experience in Language Teaching is desirable. The appointment is to be made from January 1983 to May 1983. Salary is negotiable. Canadian citizens and landed immigrants will be given preference. Applications and curriculum vitae are to be sent to: Dr. F. L. W. Head, Head, Department of French, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Applicants will be received until position is filled.

THOMAS UNIVERSITY, FREDERICTON, N.B. French. Applications are invited for one, possibly two, appointments in French effective July 1, 1982 for the academic year 1982-1983 (subject to budgetary approval). Salary and rank to be negotiated. Preference will be given to candidate(s) holding a Ph.D. or equivalent. Candidates should be fluently bilingual and possess a strong background in all levels of language instruction. Teaching assignment involves undergraduate courses in Quebec and Acadia literature as well as language courses.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, including a complete curriculum vitae and the names of three referees, should be addressed to: Prof. K. Robinson, Chairman, Department of Romance Languages, St. Thomas University, Fredericton, N.B., E3B 5G3. Closing date: 1 May 1982.

UNIVERSITY OF VICTORIA. Department of French Language and Literature. One full-time seasonal appointment, September 1, 1982 to April 30, 1983, to teach language courses at all levels. Specialization: translation and stylistics. Ph.D. or equivalent, publications and teaching experience required. Apply in writing, including current C.V. plus names of 3 referees by 30th April, 1982 to: Dr. J.R. Waeili-Walters, Chairperson, Department of French Language and Literature, University of Victoria, Victoria, B.C., V8W 2Y2. Appointment subject to availability of funding.

GEOGRAPHY

McGILL UNIVERSITY. Geography. McGill University, department of Geography invites applications for a one-year appointment for the academic year 1982-83 in a faculty position at the assistant professor level. Candidates should have a Ph.D. in physical geography with research specialization in one or more of the following areas: hydrology/permafrost studies/hydroclimatology/snow/ice studies. It is hoped that the successful applicants will develop research in northern Quebec and/or arctic Canada and will also contribute to departmental northern team research projects. Applicants should send full curriculum vitae and arrange for letters from three referees to be sent directly not later than April 30 to: Professor J.B. Bird, Chairman, Department of Geography, McGill University, 805 Sherbrooke St. West, Montreal, Que., Canada, H3A 2K6.

UNIVERSITY OF TORONTO. Department of Geography. Programme in Planning, Resource/Environmental Planner/Geographer/Regional Scientist. Applications are invited for a tenure-stream position at the rank of Assistant Professor, beginning July 1, 1982. The successful applicant must have a Ph.D. in Planning or Regional Science (preferably with a Geography background), or Ph.D. in Geography. Research interests in economic aspects of environmental impact assessment and Canadian resource development must be demonstrable in ongoing research. Teaching assignments will include graduate courses in the Planning Programme and undergraduate courses in Geography. Courses will include quantitative methods, environment impact assessment, geography of Canada, resource development, especially energy. The right is reserved to offer a contractually-limited appointment. A letter of application with curriculum vitae and the names of three referees should be sent to Professor J. Britton, Chairman, Department of Geography, University of Toronto, Toronto, Canada M5S 1A1 before April 30, 1982.

GEOLOGY

CARLETON UNIVERSITY. Geology. The Department of Geology, Carleton University, invites applications for a one-year non-renewable appointment beginning July 1, 1982. Responsibilities include teaching modern concepts of structural geology at the senior undergraduate and graduate levels, and contributing to undergraduate field camps. Candidates should have, or near completion of a Ph.D. in structural geology. Salary at Assistant or Associate Professor level. Send curriculum vitae and names of three referees, before May 1, 1982, to: Dr. J.A. Donaldson, Chairman, Department of Geology, Carleton University, Ottawa, Ontario, K1S 5B8. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of Geology. The Department seeks an Assistant Professor with a strong background in economic geology, petroleum geology or geophysics. A Ph.D. is required. The salary will depend on qualifications and experience. The appoint-

ment is effective July 1, 1982 and applications will be accepted until the position is filled. Applications should be directed to Dr. L. Ferguson, Head, Department of Geology, Mount Allison University, Sackville, New Brunswick, E0A 3C0.

ACADIA UNIVERSITY. Department of Geology. The Department of Geology, Acadia University, invites applications for a tenure-track position at the Assistant or Associate Professor level. Appointment date: July 1, 1982. Candidates must have a Ph.D. degree and a commitment to excellent teaching and significant research. Duties include teaching undergraduate and graduate level courses in at least three of the following fields: mineralogy, metamorphic, petrology, introductory geophysics, hydrology, Pleistocene geology and air photo interpretation. Canadian immigration regulations require that only Canadians or landed immigrants will be considered for this position. Send letter of application, curriculum vitae and the names of at least three referees, by April 30, 1982, to Dr. Barry Cameron, Head, Department of Geology, Acadia University, Wolfville, Nova Scotia, B0P 1X0. This position is subject to budgetary approval.

UNIVERSITY OF REGINA. Department of Geology. One or two leave replacements at the Assistant or Associate Professor level subject to 1982-83 budget, 12 month term from July 1, 1982, with possibility of 12 month renewal. Ph.D. required, preferably in sedimentary, structural, or economic geology. 1982-83 salary: \$24,756 to \$35,967 and \$32,545 to \$45,996 respectively. Preference given to candidates eligible for employment in Canada at time of application. Curriculum vitae, telephone number, and names of three references to Head, Department of Geology, University of Regina, Regina, Saskatchewan, S4S 0A2.

GERMAN

THE UNIVERSITY OF MANITOBA. German. One year term appointment at Assistant Professor or Lecturer/Instructor level, Ph.D. or equivalent preferred. Teaching of undergraduate language plus specialty in 16/17th century. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Application, with C.V. and references, should be addressed to Dr. V.G. Boersken, Head, Department of German, University of Manitoba, 500 Dwyer Road, Winnipeg, Manitoba, R3T 2N8, by May 1, 1982.

MCGILL UNIVERSITY. Department of German. Study leave replacement of Visiting Assistant Professor (seasonal, eight months). Ph.D., native or near native ability in German, teaching experience. Language courses; undergraduate literature course (eighteenth or twentieth century). Salary: \$18,000. Curriculum vitae, names and addresses of three referees, to be sent to Peter M. Day, Chairman, Department of German, McGill University, 1001 Sherbrooke Street, Montreal, P.Q. H3A 3G5. Starts: September 1, 1982. Closing Date: when position filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. Department of German. The Department of German has an opening for a one year term appointment (sabbatical replacement) beginning July 1, 1982 at the lecturer level. The position requires the following qualifications: language teaching experience on university level, native fluency, doctorate (20th century literature). Duties will include: teaching of language courses, MA level instruction, 20th century German literature. Applications including cv, evidence of teaching competence, and experience, names of three referees should be forwarded to: J. Goheen, Chairperson of German, Carleton University, Ottawa, Ontario, K1S 5B6. Closing date is May 1, 1982. Preference will be given to Canadian citizens and landed immigrants.

HISTORY

MOUNT ALLISON UNIVERSITY. Department of History. The Department is seeking a Lecturer or Assistant Professor as a sabbatical leave replacement for the 1982-83 year. Applications are invited from candidates qualified to teach American Survey,

Modern America and American Civilization. A Ph.D. is preferred. The date of appointment will be September 1, 1982. The salary is negotiable. Applications will be accepted until the position is filled and should be directed to Dr. W.G. Godfrey, Head, Department of History, Mount Allison University, Sackville, New Brunswick, E0A 3C0.

MCGILL UNIVERSITY. Department of History. The Department of History at McGill University invites applications for a one-year replacement appointment in European history, to take effect September 1, 1982. Applicants must have a Ph.D. completed, teaching experience, and publications. The position involves undergraduate instruction and may also involve graduate instruction. Salary will be commensurate with rank, qualifications and teaching load. Please address applications with curriculum vitae and three references to: Professor P.C. Hoffmann, Chairman, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7. The position will be open until approved, and dependent upon final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Department of History. Applications are invited for a tenure track position in Canadian history available July 1, 1982 at the level of Assistant Professor. The Department is especially interested in candidates with an interest in Western or social history but will consider applications in all fields of specialization. Ph.D. with teaching experience and publications preferred. Send applications with three confidential letters of appraisal to R.C. Macleod, Chairman, Department of History, University of Alberta, Edmonton, Alberta, T6G 2H4. The University of Alberta is an equal opportunity employer, but because of the requirements of Canada Employment and Immigration preference will be given to Canadian Citizens and Landed Immigrants.

UNIVERSITY OF SASKATCHEWAN. ST. THOMAS MORE COLLEGE, History. Subject to budgetary approval, St. Thomas More College, a Catholic College federated with the University of Saskatchewan invites applications for a tenurable position in Canadian History at the Assistant Professor level, effective July 1, 1982. Candidates should hold a Ph.D. have teaching experience, and specialize in the history of the Catholic Church in Canada or in Canadian Labour History. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applicants should arrange to have a curriculum vitae, official transcripts, and three confidential letters of recommendation forwarded directly to M.G. Keenan, Dean, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6.

HOME ECONOMICS

MOUNT SAINT VINCENT UNIVERSITY. Home Economics. Mount Saint Vincent University, Home Economics Department, is accepting applications for two full-time positions commencing July 1, 1982. Applicants should be qualified to teach in one or more of the following areas: nutrition, foods, home economics education and family studies. Duties include teaching undergraduate and graduate courses, supervising field placements and pursuing an active program in research. Qualifications: Ph.D. or near completion in appropriate specialization with at least one degree in home economics and teaching experience. Send curriculum vitae and the names of 3 referees to: Dr. Susan Clerk, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

JEWISH STUDIES

MCGILL UNIVERSITY. Jewish Studies Program. Position available in modern Hebrew at the rank of sessional instructor, from September, 1982 to April, 1983. The candidate will be expected to teach two advanced level courses in different aspects of

modern Hebrew literature that relate to departmental priorities and one elementary course in Hebrew language. Salary has been fixed at \$20,000. Please forward complete dossiers to: Professor B. Barry Levy, Chairman, Jewish Studies Program, 3511 Peel Street, Montreal, Que. H3A 1W7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LANGUAGES — MODERN/CLASSICS

SAINT MARY'S UNIVERSITY, Halifax, N.S. Department of Modern Languages and Classics. Applications are invited for two part-time contractually limited teaching positions in the Department of Modern Languages and Classics. The positions are: (1) teaching two undergraduate courses in Classics: Classical Literature in Translation, and The Classical Civilization of Greece and Rome; (2) teaching of Modern Hebrew. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send applications, with complete curriculum vitae and the names of three referees, to: Dr. A.J. Farrell, Chairman, Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Modern Language Centre. The Modern Language Centre has a position available for a post-doctoral fellow to initiate and conduct independent research in the context of a five-year study of the development of bilingual proficiency funded by The Social Sciences and Humanities Research Council of Canada. The study involves the perspectives of educational linguistics, linguistics, psychology, and sociolinguistics to examine the development and use of language proficiency by children in bilingual or multilingual educational settings. The intention is to construct a model of language proficiency and consider the relationships among the constructs in the model for bilingual children. In particular the role of social, individual, and instructional variables are being investigated for their effect on the development of those constructs of language proficiency. The position will be available for six or twelve months in 1982. Ph.D. in the disciplines listed above or in a related field is required. Applications can be sent to Dr. M. Swain, Modern Language Centre, Ontario Institute for Studies in Education, Toronto, Ontario M5S 1V6.

LAW

UNIVERSITY OF VICTORIA. Law. The Faculty of Law of the University of Victoria invites applications for a position at the Assistant or Associate Professor rank. Commencement date is negotiable. Required qualifications include a common law education and graduate work in law with a special interest in Taxation and Corporate Law. Some experience in corporate law practice would be valuable. Duties will include teaching and research. Preference may be given to applicants with an interest in innovative teaching methods. Salary will be commensurate with qualifications and experience. In accordance with Canadian government immigration requirements, this ad is directed to Canadian citizens and permanent residents. Applications should be addressed to: Dean Lyman R. Robinson, Faculty of Law, University of Victoria, P.O. Box 2400, Victoria, B.C., V8W 3H7.

LIBRARY

THE UNIVERSITY OF MANITOBA. Libraries. The University of Manitoba Libraries invite applications for the following academic librarian positions: (1) Technical Services Librarian, Law Library. The incumbent reports to the Head, Law Library, and is responsible for the overall cataloguing and classification operations of the Law Library. Specific responsibilities include record-keeping, and coordinating cataloguing standards and procedures, doing original cataloguing and classification, maintaining an efficient workflow for technical services, and coordinating technical services with

public services operations. There is a two-year probationary period. Qualifications: A degree from an accredited library school. A demonstrated knowledge of accepted cataloguing and classification procedures, including familiarity with catalogue support systems. Good communication skills, and familiarity with legal materials. (2) Reference Librarian, Engineering Library. The incumbent reports to the Head, Engineering Library. Responsibilities include reference and information services, orientation, collection development and maintenance. There is a two-year probationary period. Qualifications: A degree from an accredited library school. An undergraduate degree in engineering, science, or related fields would be an asset. Evidence of initiative, in the comprehension of library user needs. (3) Reference Librarian, Reference Services and Databases Collection Department. This is a one-year term position with the possibility of renewal. The incumbent reports to the Head of the reference section. Responsibilities include handling of reference queries, preparation and presentation of orientation programs, information retrieval through computerized literature searches, collection development for economics. Qualifications: an accredited library science degree; undergraduate study emphasizing the social science; proven reference ability; evidence of initiative, resourcefulness, judgment, flexibility, and problem-solving skills. Reference experience an asset. Salary for each position commensurate with training and experience. General Librarian, minimum: \$18,460; Assistant Librarian, minimum: \$22,651. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit résumé, including the names of three references and salary requirements, by May 15, 1982, to: K. Roy Bonin, Assistant Director for Administrative Services, Libraries, Elizabeth Dafeo Library, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

DALHOUSIE UNIVERSITY. School of Library Service. Dalhousie University, School of Library Service, invites applications for the position of Assistant Professor with expertise in classification, cataloguing and indexing. This is a small school (65 full-time students in a two-year academic program) with an innovative, integrated curriculum. Qualifications preferred: M.L.S. and advanced degree with appropriate experience. Starting date September 1982. Salary rate determined by Collective Agreement; the 1981-82 range is \$20,655 - \$30,999. Applications to: Norman Horrocks, Director, School of Library Service, Dalhousie University, Halifax, N.S. B3H 4H8.

MATHEMATICS & STATISTICS

CONCORDIA UNIVERSITY. Department of Mathematics. The Department of Mathematics invites applications for a one-year position at the Assistant Professor level to replace a faculty member on leave. Applicants should have a Ph.D., preferably in applied mathematics, and a good record of teaching and research. Preference will be given to candidates eligible to work in Canada at the time of application. Please arrange to have three letters of recommendation sent to: H. Propp, Chairman, Department of Mathematics, Concordia University, 7141 Sherbrooke St. W., Montreal, Quebec, Canada, H4B 1R6.

MCMASTER UNIVERSITY. History of Mathematics. The Bertrand Russell Editorial Project at McMaster University, Hamilton, Ontario, Canada is preparing an edition of Bertrand Russell's shorter writings and certain unpublished books. The edition will include some ten volumes of his philosophical papers. The Project has a vacancy for a Research Assistant in the history of mathematics to assist in the preparation of the philosophical papers. Applicants should have special knowledge of the late nineteenth and early twentieth century mathematics (preferably in geometry or foundations of arithmetic). Fluency in French and/or German would be an advantage. A Ph.D. degree is preferred. The work will involve the interpretation and reconstruction of manuscripts (primarily those written by Russell between 1835 and 1903) as well as the preparation of commentary and annotation required for a scholarly edition. The post offers the successful applicant the opportunity to work closely with a major scholarly editing project as well as

opportunities for independent research in the Russell Archives at McMaster. The Research Assistantship will begin on a mutually agreeable day and will be for one year with the possibility of employment for a longer period. Salary will not be less than \$20,000 for applicants holding a Ph.D. degree. Applicants should send a curriculum vitae and the names of three referees to Dr. N. Griffin, The Bertrand Russell Editorial Project, McMaster University, Hamilton, Ontario, Canada L8S 4M2. Please submit your application as soon as possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA, Mathematics. The Department of Mathematics of the University of British Columbia has a vacancy for an Assistant Professor in Statistics. The position is available as of July 1, 1982, but appointment to this position may be subject to budgetary restrictions. Applicants should have a Ph.D. and a strong interest in teaching and research. The duties would include graduate and undergraduate teaching, research, and possibly on-campus consulting. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. In accordance with Canadian Immigration Requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including c.v., should be sent to Professor B.N. Moys, Department of Mathematics, The University of British Columbia, No. 121-1984 Mathematics Road, Vancouver, B.C., V6T 1Y4.

UNIVERSITY OF GUELPH, Department of Mathematics and Statistics. Applications are invited for a tenure-track position, rank open, in the area of Statistics, effective September 1, 1982. Duties will involve a combination of teaching, undergraduate and graduate level courses, research and/or consulting. Guelph is Canada's foremost biological-agricultural university. The candidate will be expected to play a leading role in the department's research program emphasizing the life sciences. Send curriculum vitae including names of three referees to: W.R. Smith, Chairman, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario, N1G 2W1. Position subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

TECHNICAL UNIVERSITY OF NOVA SCOTIA, Department of Applied Mathematics. The Department has a vacancy for a full-time research assistant in biomechanics for the duration of the project. Essential qualifications are: B.Sc. in Electrical or Mechanical Engineering or M.Sc. in Bio-Mechanics, experience in computer programming and a good knowledge of fluid dynamics are essential. A knowledge of statistics and random variables is desirable. Salary is in the range of \$10,000 to \$15,000 per month in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications including curriculum vitae and names of three referees should be sent to Prof. S.N. Sarwal, Assistant Head, Department of Applied Mathematics, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, B3J 2X4.

UNIVERSITY OF TORONTO, Mathematics. The University of Toronto, Department of Mathematics, has a vacancy for a contractually limited appointment at the rank of Assistant Professor, Ph.D. and evidence of excellence in teaching and research is required. Duties will consist of teaching and research. Salary commensurate with qualifications and experience, subject to budget restraints. Applicants should submit an up-to-date curriculum vitae with their letter of application, and arrange to have three letters of reference submitted directly to the undersigned: Professor J. McCool, Chairman, Department of Mathematics, University of Toronto, Toronto, Ontario, Canada M5S 1A1. The initial contract term, which will commence July 1, 1982, will be for no more than three years, with the possibility of an extension to no more than five years in total. Closing date for applications is April 30, 1982. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINDSOR, Mathematics. The Department of Mathematics invites ap-

plications for a tenure-track position in Statistics effective July 1, 1982. Applicants should provide evidence of excellence and experience in research and teaching in Statistics, particularly Applied Statistics. Rank and salary commensurate with experience and demonstrated research capability, subject to budgetary constraints. "In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents." Applicants should provide an up-to-date curriculum vitae and arrange for three letters of reference to be sent to: Chairman, Department of Mathematics, University of Windsor, Windsor, Ontario, N9B 3P4, Canada.

TRENT UNIVERSITY, Department of Mathematics. Applications are invited for a nine-month seasonal appointment at the Lecturer/Assistant Professor level (1 September, 1982 to 31 May, 1983) with a possible renewal for a second nine-month period (1 September, 1983 to 31 May, 1984). Duties include instruction in Introductory Calculus and Elementary Statistics for administration students as well as upper year instruction in Applied Mathematics. Salary for the nine-month term September 1982 through May 1983 will be \$18,157. Some relocation allowance will also be provided. Interested applicants should send a c.v. and the names of three referees to Professor E.A. Maxwell, Chairman, Department of Mathematics, Trent University, Peterborough, Ont., K9J 7B8. In accordance with Canadian government immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SIMON FRASER UNIVERSITY, Department of Mathematics. The Mathematics Department of Simon Fraser University has a vacancy in its Basic Mathematics Lab for a Laboratory Instructor I. This lab serves as a remedial mathematics resource centre for students in basic algebra and calculus courses as well as for other members of the community. The Lab Instructor will be responsible for the coordination of the lab's teaching support activities, the supervision of teaching assistants employed in the lab, and administrative functions related to the lab's operation. Preferred qualifications are a Master's degree in Mathematics with related teaching experience. However, those with exceptional qualifications and a Bachelor's degree will be considered. The appointment will commence September 1, 1982. Salary will be commensurate with qualifications and experience. An excellent benefit package is available. Preference will be given to candidates eligible for employment in Canada at the time of application. Those interested in applying for this position are invited to submit curriculum vitae, transcripts, and three references to: Dr. G.A.C. Graham, Chairman, Department of Mathematics, Simon Fraser University, Burnaby, B.C., V5A 1S6.

SIMON FRASER UNIVERSITY, Department of Mathematics. NSERC University Research Fellowships. The Department of Mathematics at Simon Fraser University expects to support the application of one or two NSERC Research Fellows in the 1982-83 competition. The term of these Fellowships is five years. Compensation will be at the Assistant Professor level. Preference will be given to candidates eligible for employment in Canada at the time of application. Those interested in applying for these Fellowships are invited to submit curriculum vitae, transcripts and three references to: Dr. G.A.C. Graham, Chairman, Department of Mathematics, Simon Fraser University, Burnaby, B.C., V5A 1S6.

ACADIA UNIVERSITY, Department of Mathematics. The Department of Mathematics invites applications for a tenure-track position beginning July 1, 1982. The salary will be commensurate with qualifications and experience, subject to budget restraints. Applicants should submit an up-to-date curriculum vitae with their letter of application, and arrange to have three letters of reference submitted directly to the undersigned: Professor J. McCool, Chairman, Department of Mathematics, University of Toronto, Toronto, Ontario, Canada M5S 1A1. The initial contract term, which will commence July 1, 1982, will be for no more than three years, with the possibility of an extension to no more than five years in total. Closing date for applications is April 30, 1982. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH, Mathematics and Statistics. The Department of Mathematics and Statistics invites applications for two contractually limited appointments at the assistant professor level. It is intended that one appointment will be made in each of the areas of statistics and mathematics. The appointments will be for the period September 1, 1982 to August 31, 1983 and are subject to final budgetary approval. Duties will include teaching undergraduates and graduate courses, research and/or consulting. Send curriculum vitae including names of three referees to W.R. Smith, Chairman, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario, Canada N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SIMON FRASER UNIVERSITY, Department of Mathematics. The Mathematics Department of Simon Fraser University invites applications for visiting appointments for 1982-83. Fields of particular interest are Statistics, Numerical Analysis and Applied Mathematics, although opportunities also exist in other fields. A solid research and publication record is expected. Preference will be given to candidates eligible for employment in Canada at the time of application. The number of positions available is subject to budgetary constraints. For further information regarding salary, teaching load and term of appointment of these open-rank positions, contact: Dr. G.A.C. Graham, Chairman, Department of Mathematics, Simon Fraser University, Burnaby, B.C., V5A 1S6.

UNIVERSITY OF BRITISH COLUMBIA, Department of Mathematics. The Department of Mathematics at the University of British Columbia expects to have a number of post-doctoral fellowships and visiting positions at the Assistant, Associate and Full Professor level for the year starting July 1, 1982. Subject to the availability of funds, a Ph.D. in mathematics and, for the visiting professors, university teaching experience is required. Foreign applicants for visiting positions are required to hold and retain a permanent position at an institution outside Canada to satisfy immigration requirements. Since some positions will be partially supported by research grants, those positions will be filled by persons having research interests related to those of the grant holders. Applications, including c.v. and names of references, should be sent to B.N. Moys, Head, Department of Mathematics, The University of British Columbia, Vancouver, B.C. V6T 1Y4. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

UNIVERSITY OF BRITISH COLUMBIA, Department of Mathematics. Several visiting instructors for spring and summer session 1982. Duties: teaching equivalent of full-year course in compressed period of time. University teaching experience required. Return economy air fare provided for instructor but not dependents. Rank dependent on current position and experience. Salary \$3,400 for Instructors or Assistant Professors, \$3,800 for Associate and Full Professors per full year equivalent course. Foreign applicants are required to hold and retain a permanent position at an institution outside Canada to satisfy immigration requirements. Applications close when positions filled. Applications, including c.v. and names of references, should be sent to B.N. Moys, Head, Department of Mathematics, The University of British Columbia, Vancouver, B.C., V6T 1Y4. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

UNIVERSITY OF BRITISH COLUMBIA, Department of Mathematics. The Department of Mathematics at the University of British Columbia expects to have a number of temporary positions at the Research Associate, Lecturer and Assistant Professor level for the year starting July 1, 1982, subject to the availability of funds. These positions are without review but may be renewable for one year. A Ph.D. in Mathematics and university teaching experience is required. Since some positions may be partially supported by research grants, such positions will be filled by persons having research interests related to those of the grant holder. In accordance with Canadian immigration requirements the advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including c.v. and the names of references should be sent to

B.N. Moys, Head, Department of Mathematics, The University of British Columbia, Vancouver, B.C. V6T 1Y4. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

BROCK UNIVERSITY, Department of Mathematics. The Department of Mathematics at Brock University invites applications for a tenure track position at the rank of Assistant or Associate Professor, effective July 1, 1982. Duties will include teaching undergraduate courses (especially in statistics and related applications) to students majoring in various disciplines, and research. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applicants should send curriculum vitae and the names of three referees to the Chairman, Department of Mathematics, Brock University, St. Catharines, Ontario, L2S 3A1.

CARLETON UNIVERSITY, The Department of Mathematics and Statistics. The Department of Mathematics and Statistics, Carleton University, invites applications for a full-time tenure track faculty appointment at the rank of Assistant Professor in the area of modern applied mathematics (for example, optimization, operations research, algorithm design and analysis). This appointment, which is subject to budgetary approval, commences July 1, 1982. Applicants should have a Ph.D. in Mathematics and possess a strong commitment to both teaching and research. Canadian citizens and landed immigrants will be given preference. Applications, including the names of three referees, should be sent as soon as possible to Dr. Kenneth S. Williams, Chairman, Department of Mathematics and Statistics, Carleton University, Ottawa, Ontario, Canada, K1S 5S6.

MEDICINE

MCMASTER UNIVERSITY, Department of Pediatrics. Positions for a post-doctoral fellow "salary \$19,500 per annum" and a research associate "\$22,000 per annum minimum" are available immediately to study biochemical genetics in human inborn errors of metabolism. The projects require expertise in monoclonal antibody production, enzymology, gene mapping, tissue culture or cytogenetics at ultrastructural levels. Candidates with relevant training or desire to work in the above areas are welcome to apply. Please send resume and names of three (3) referees to: Dr. P.L. Chang or Dr. R.C. Davidson, Department of Pediatrics, McMaster University, 1200 Main Street West, Hamilton, Ontario, Canada, L8N 3Z5.

UNIVERSITY OF TORONTO, Faculty of Medicine, University Department: Div. of Perinatal Med., Dept. of Pediatrics, University of Toronto, University Title: Assistant Professor, Hospital Department: Hospital for Sick Children, Hospital Title: Staff Surgeon. Qualifications required: Registration or eligibility for registration with the Ontario College of Physicians and Surgeons necessary. Possession of FRCP(C) or equivalent requirement. Nature of Duties: The Division is associated with the operation of Perinatal Units in affiliated University Hospitals and in the Hospital for Sick Children, Toronto and is the regional referral centre for an area comprising more than 60,000 live births annually. A land and air transport service is in operation. Duties will include undergraduate and postgraduate education. Opportunities for basic and applied research in all areas of Perinatal Medicine within a major research focus in Development Biology and Perinatal Medicine. Salary: Commensurate with qualifications and experience. Person to whom enquiries should be sent: Dr. Paul R. Swyer, Chief, Division of Perinatal Medicine, The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, M5S 1X5. Effective date: July 1, 1982. Type of Appointment: Clinical Appointment - annual. Closing date for receipt of Applications: April 30, 1982.

UNIVERSITY OF TORONTO, Faculty of Medicine, University Department: Dept. of Surgery, Div. of Plastic Surgery, University Title: Assistant Professor, Hospital Department: Div. of Plastic Surgery, Hospital for Sick Children, Hospital Title: Staff Surgeon. Qualifications required: Experienced academic general paediatric plastic surgeon - fully trained and experienced in cranio-facial surgery; plastic surgery

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together with names of three referees. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY. Cultural Studies Programme — Music. The programme invites applications for a guest lecturer for Cultural Studies 346, Workshop in Twentieth-Century Music, to be offered in the summer day programme on campus, July-August 1982. Cultural Studies 346 is a co-requisite course offered in conjunction with Cultural Studies 345, Music in Society. The latter course considers the social organization, meaning and function of music as a creative, performing and audience activity in contemporary industrial society. Cultural Studies 346 is a practical workshop in which students explore, through creation, performance and guided listening, the various styles of 20th-century music discussed in Cultural Studies 345. The Programme is seeking a guest lecturer qualified to conduct small workshops in avant-garde 20th century music as well as the Afro-American and Afro-American-influenced traditions. Musicians with a strong practical background and some teaching experience preferred. Enrollment limitations 24, honorarium depending on length of participation (2-6 weeks). Applications, accompanied by full curriculum vitae, showing qualifications, previous experience, and giving the names of three referees should be sent to: Prof. L. McLachlan, Chairman, Cultural Studies programme, Trent University, Peterborough, Ont. K9J 7B8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA. School of Music. A sabbatical replacement in choral conducting for the period 1 September 1982-31 May 1983. M. Mus. or equivalent is required. Successful choral directing experience is expected. Background in music education is preferred. Duties to include directing two university choirs and teaching undergraduate courses in choral conducting and techniques. Salary, rank and type of appointment commensurate with qualifications and experience. Applicants should submit a curriculum vitae and the names of three referees to Prof. Paul W. Paterson, Director, School of Music, University of Manitoba, Winnipeg, Manitoba R3T 2N2. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA. School of Music. A sabbatical replacement in theory and composition for the period 1 September 1982-31 May 1983. Doctorate preferred. Evidence of successful teaching experience and continuing composition activity required. Primary responsibility to include teaching theory and composition at the undergraduate level. Salary, rank and type of appointment commensurate with qualifications and experience. Applicants should submit a curriculum vitae and the names of three referees to Prof. Paul W. Paterson, Director, School of Music, University of Manitoba, Winnipeg, Manitoba R3T 2N2. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

NATIVE STUDIES

UNIVERSITY OF SASKATCHEWAN. Native Studies Program. The University of Saskatchewan is seeking a Director and two full-time Assistant Professors for a new Native Studies Program in the College of Arts and Science. The Director, to be appointed at the Associate Professor or Professor level depending upon experience and qualifications, will be responsible for the development of the program and its curriculum and for recruiting additional faculty. All positions are tenure-track and will begin July 1, 1982, subject to budgetary approval (1981-82 floors for Professor, Associate and Assistant are \$40,409, \$31,326 and \$24,078 respectively, under review for 1982/83). Candidates should be either (a) senior scholars in a relevant discipline, e.g., Anthropology, Archaeology, Indian or Native Studies, History, Linguistics, Sociology, or (b) nationally recognized for particular literary, scholarly, scientific or artistic achievement; or (c) widely known and respected as

leaders of the native community, and have taught with distinction in a Native Studies Program. Please forward curriculum vitae and three letters of reference to: Professor M. Brown, Associate Dean, Social Sciences, College of Arts and Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

THE GABRIEL DUMONT INSTITUTE OF NATIVE STUDIES AND APPLIED RESEARCH. The Gabriel Dumont Institute of Native Studies and Applied Research is an independent educational institute serving the educational needs of the Metis and Non-Status Indians of Saskatchewan. It began its operations in the spring of 1980. At present we have a staff of thirty-five people. We operate Teacher Education Programs in three urban centres; we also have a Library/Resource Centre; Curriculum-Research Branch; Community/Adult Education Sector; and, Field Staff. We have openings for a number of people with expertise in the area of Native Studies and Cross-cultural education to serve as Faculty within the Institute. The primary duties will be teaching Native Studies and/or Cross-cultural education classes at a post-secondary level. The secondary duties will include playing a large role in cultural/historical research including oral history activities and assisting in curriculum development projects within the Institute. We have immediate openings for at least one position with the remaining positions starting in the summer or fall of 1982. We have a comprehensive personnel package with salaries which compare favourably with other post-secondary institutions. We invite applications from all interested candidates. Please forward application to: Dr. Ken Whyte, Executive Director, or Dr. Walter Currie, Assistant Director, Gabriel Dumont Institute of Native Studies and Applied Research, No. 300, 2505-11th Avenue, Regina, Saskatchewan, S4P 0K6.

NURSING

ST. FRANCIS XAVIER UNIVERSITY. Department of Nursing. Applications are invited for the following positions for the academic year beginning September 1, 1982 in a basic baccalaureate program: Maternal/Child; Endocrine/Medical-Surgical Nursing; Psychiatric Nursing. Experience required in both the acute care clinical setting and the classroom. Doctoral degree preferred; Masters degree essential. Salary is in accordance with qualifications and experience. Applications and résumé should be addressed to: Ellen MacFarlane, Chairman, Department of Nursing, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens in permanent residence.

UNIVERSITY OF WESTERN ONTARIO. Faculty of Nursing. Applications are invited for teaching positions in undergraduate and graduate programs. Rank Open. Master's or doctorate degree required. Preference will be given to candidates with teaching experience and clinical specialization. Candidates must be eligible for registration in Ontario. Salary commensurate with preparation and in accordance with The University of Western Ontario policies. Appointments are subject to availability of funds. Please send complete résumé to: Dr. Beverlee Cox, Dean, Faculty of Nursing, Health Sciences Addition, The University of Western Ontario, London, Ontario, N6A 5C1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Faculty of Nursing. Faculty Position. Available 1 July 1982. Applications are invited for a senior teaching and research position for a Faculty member with expertise in applying biological sciences to undergraduate and graduate level nursing practice, and with expertise in the conduct and development of nursing research. The incumbent would be expected to direct selected MN theses and assist in biologically-related course development. Faculty long-range plans include nursing research institute and a PhD Nursing program. Faculty are expected to contribute in the areas of continuing education and professional organization as well as in teaching and research. Qualifications: The Faculty member must be a professional nurse, eligible for registration in Alberta, who holds a PhD in biological

sciences and/or physiology. Salary: According to rank, experience and the terms of the Academic Staff Association Agreement. Apply to: Prof. B. Harrington, Acting Dean, Faculty of Nursing, The University of Alberta, 3-116 Clinical Sciences Building, Edmonton, Alberta, T6G 2G3. Canadian citizens and permanent residents will be given preference. When applying, please send curriculum vitae and names of three referees. Closing date for applications, April 30, 1982.

UNIVERSITY OF BRITISH COLUMBIA. School of Nursing. Two senior and several junior faculty positions will be available from July 1982 and applications are invited from qualified candidates. For the senior positions, a doctoral degree is desirable and experience in the clinical field and in teaching are required as well as research experience. For the junior positions, a minimum of a master's degree in nursing and some clinical experience are required. Candidates must be eligible for registration with the R.N.A.B.C. Salary end rank depend on experience and qualifications. Write to: Dr. Marilyn Willman, Director, School of Nursing, University of British Columbia, 2194 Health Sciences Mall, Vancouver, B.C. V6T 1W5.

NUTRITION

UNIVERSITY OF MANITOBA. Department of Foods and Nutrition. Nutrition Specialist. Applications are invited for an assistant professor with a Ph.D. or equivalent with advanced training in experimental nutrition, nutritional biochemistry and/or physiology related to metabolic aspects of human nutrition. Demonstrated competence in teaching and research will be given preference. Applicants will be expected to teach and to conduct research related to the metabolic aspects of human nutrition. This is a tenure-track position with salary commensurate with qualifications and experience. The University encourages both women and men to apply. In accordance with Canadian Employment and Immigration Policy, consideration in the first instance will be given only to Canadian citizens and permanent residents. Applicants should include a curriculum vitae and three references to: Dr. N.A.M. Eskin, Head, Department of Foods and Nutrition, Faculty of Human Ecology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Position is available immediately and will remain open until filled.

OPTOMETRY

UNIVERSITY OF WATERLOO. School of Optometry. Applications are being accepted for the position of Assistant, Associate or full Professor (theoretical and optometrical optics). Possession of O.D. and Ph.D. are desirable but candidates with other degrees will be considered. Evidence of research activity of high quality. Teach in undergraduate (O.D.), graduate (M.Sc., Ph.D.) and clinical programs. Rank and salary to be commensurate with qualifications and experience. Position can be made effective by July 1, 2, or 1982. Apply to: Dr. Walwyn S. Long, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for receipt of applications is December 31, 1982. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHARMACOLOGY

UNIVERSITY OF SASKATCHEWAN. Pharmacology. A position as a "Professional Research Associate" will become available. The applicant must be experienced both in tissue culture (with special emphasis on cells from the mammalian central nervous system) and in methodology used for biochemical and pharmacological studies of cultured cells (e.g., determination of amino acid contents and specific activities by use of micro-densitometry techniques). Anticipated starting salary of approximately \$19,000 per year. For further information please contact Dr. L. Hertz, Dept. of Pharmacology, University of Saskatchewan, Saskatoon, S7N 0W0.

UNIVERSITY OF GUELPH. Department of

Biomedical Science. Pharmacologist. Post-doctoral position and/or M.Sc.-Ph.D. opportunity are available in pharmacology research group supported by MRC, Natural Sciences and Engineering Research Council of Canada, Ontario Ministry of Agriculture, Ontario Ministry of Health and Ontario Racing Commission. Programs presently emphasize inflammatory mediator release mechanisms, pharmacology of airway and pulmonary vascular smooth muscle, particularly in relation to hypertension, myocardial infarction, hyperreactivity, microbial and immunological interrelationships. An applicant should have broad inter-disciplinary interests and should be a flexible, self-motivated "team player". Further details may be obtained from Dr. Peter Eyre, Chairman, Department of Biomedical Sciences, University of Guelph, Guelph, Ontario, N1G 2W1. Telephone (519) 824-4140, ext. 2668.

PHARMACY

DALHOUSIE UNIVERSITY. College of Pharmacy. Postdoctoral fellowship in toxicology and pharmacokinetics. Available at the College of Pharmacy, Dalhousie University to study environmental pollutants in fish and mammals. Ph.D. in toxicology, biopharmaceutics or pharmacokinetics with experience in lung perfusion, small animal surgery and radioactive chemicals. A three year fellowship is offered with starting salary of \$16,350 per annum. Send résumé to: Dr. Francis Law, College of Pharmacy, Dalhousie University, Halifax, N.S., Canada, B3H 4H6. Only Canadian citizens or landed immigrants will be considered for this position.

PHILOSOPHY

MCGILL UNIVERSITY. Department of Philosophy. Possible appointment as Visiting Assistant Professor for 9 months beginning September 1, 1982. \$22,500.00. Excellence more important than particular areas but candidates must be able to teach areas of Introductory Logic. "In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents". Existing files of earlier eligible applicants will be considered. Send curriculum and names of three references to: Professor Alistair McKinnon, Chairman, Department of Philosophy, Brimfield Bldg., McGill University, 1001 Sherbrooke St. W., Montreal H3C 3G1.

TRENT UNIVERSITY. Department of Philosophy. Part-time sessional position to teach Practical Reasoning in 1982-83. Duties will include lectures and overall organizational responsibility for the course, plus some tutorial groups. Payment \$9,000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications with c.v. and supporting material should be sent to Dr. Robert E. Carter, Chairman, Department of Philosophy, Trent University, Peterborough, Ontario, K9J 7B8.

TRENT UNIVERSITY. Department of Philosophy. Instructors required for two Summer Evening teaching positions, May 10 to July 24, 1982. One in Philosophy 105 (Practical Reasoning) at Trent University, Peterborough; the second in Philosophy 231 (Moral Philosophy) at Oshawa. Payment \$445.00 per course. Preference given to Canadian citizens and permanent residents. Applications, with c.v. and relevant material should be sent to Professor R.E. Carter, Trent University, Peterborough, Ontario, K9J 7B8.

PHYSICAL EDUCATION

UNIVERSITY OF REGINA. Faculty of Education. Physical Education. Title of Position: Assistant Professor of Physical Education. (This is a term appointment, pending budgetary approval). Qualifications Required: Master's degree in Physical Education (doctorate preferred) plus academic preparation in Health Education and successful teaching experience at the elementary or secondary school level. Eligibility in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent

residents. Nature of Duties: Undergraduate teaching in the physical education major program. Instructional responsibilities include introductory physical education teaching methods class, introductory physical education program/curriculum class, and introductory drug education class, or introductory family and sex education class, or introductory personal and community health class. The successful applicant will be expected to supervise students in their practicum activities in the schools. Salary Offered: Salary negotiable according to qualifications and experience. Person to Whom Applications Should be Addressed: Dean G.E. Richert, Faculty of Education, University of Regina, Regina, Saskatchewan, S4S 0A2. Effective Date of Appointment: July 1, 1982. Closing Date for Receipt of Applications: When filled.

PHYSICS

UNIVERSITY OF TORONTO. Department of Physics. Applications are invited for a tenure-track position at the rank of assistant professor in the field of experimental atmospheric physics. The candidate's interests may be focused on laboratory and/or field measurement programs in any of the subdisciplines. Current experimental interests of the St. George campus group include cloud physics, atmospheric radiation, and atmospheric chemistry. Applicants must hold the Ph.D. degree or its equivalent. The successful applicant will be expected to develop a research program and to supervise graduate students. Undergraduate teaching responsibilities will be at the University's Erindale campus. Graduate research may be undertaken on either Erindale or St. George campus. Salary range for this level is expected to be \$23,000 to \$32,000 (under negotiation). Appointment date January 1, 1983/July 1, 1983. Applications, including full curriculum vitae and the names of three referees, should be addressed to: Professor W.R. Pettit, Department of Physics, University of Toronto, Toronto, Ontario, M5S 1A7. Final date for receipt of applications is August 15, 1982, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. ERINDALE COLLEGE. Department of Physics. Applications are invited for a tenure-track faculty position at the assistant professor level in the Department of Physics. The position is open to outstanding physicists. Major research areas under consideration include condensed matter, lasers and spectroscopy, high energy and particle physics, nuclear physics and biophysics. The salary is expected to be \$23,000 to \$32,000 (under negotiation). Academic duties will include undergraduate and graduate teaching. Appointment date January 1, 1983/July 1, 1983. Applications, including curriculum vitae and the names of three referees should be forwarded by August 15, 1982 to: Chairman, Department of Physics, University of Toronto, Toronto, Ontario, M5S 1A7, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Department of Physics. Applications are invited for a one-year contractually limited Tutorship in Physics for the academic year July 1982 to 30 June 1983. The successful applicant will probably be a recent graduate with a Ph.D. in experimental Physics and will have experience and proven ability in teaching at the undergraduate level. The Tutor will assist in the organization, development, supervision and teaching of the undergraduate laboratories and may be required to deliver some lectures. Salary-Dependent on experience in the range \$17,000 - \$26,000. Applications and curriculum vitae should be sent before May 1, 1982 to: Prof. R.L. Armstrong, Chairman, Department of Physics, University of Toronto, 60 St. George St., Toronto, Ontario, M5S 1A7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Physics. Applications are being accepted for the position of Postdoctoral Fellow or Visiting Research Professor to join in investigation of CDW and Interconversion structure in 1-D and 2-D crystals. Experience in HREM, HEED, CBED or XRD desirable. Appointment for one year with possible renewal for a second year by mutual agreement.

ment. Salary in the range \$16,000 to \$20,000 p.a. depending on qualifications. Open until a position filled. Send applications, with names of three referees, to Professors F.W. Boswell or J.M. Corbett, Department of Physics, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA. Department of Physics. Applications are being accepted for the position of Research Associate or P.D.F. Applicants should have a Ph.D. and subsequent research experience in the interpretation of quantum mechanics. They will be considered only if they have published a number of significant papers in this field. Canadian citizens and immigrants will be given preference. The appointment is for one year, renewable by mutual consent; the salary is to be not less than \$16,000. The starting date is flexible, but should be before the end of 1982. Applications should be sent to P. Rastall, Physics Department, University of British Columbia, Vancouver, B.C., V6T 1W5 not later than 15 May 1982.

UNIVERSITY OF ALBERTA. Physics. Applications are invited for the position of Research Associate in the Theoretical Physics Institute, Department of Physics, University of Alberta. Ph.D. in general relativity required with special interest in proven research record in the area of the canonical structure of gravitational and other fields and/or the positive energy and cosmic censorship conjectures. Minimum starting salary is \$18,500 per annum. Initial appointment for 1 year may be extended. Starting date July 1/82 or soon after. Fringe benefits include group life, disability, health and dental insurance. Applicants should submit complete curriculum vitae including names of 3 referees to: Director, Theoretical Physics Institute, University of Alberta, Edmonton, Alberta, T6G 2J1. The University of Alberta is an equal opportunity employer. Preference given to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA. Physics Department. The Physics Department at the University of Ottawa invites applications for a tenure track appointment at the assistant professor rank starting July 1st, 1982. Preference will be given to an experimentalist in any area of condensed matter physics. Candidates with other interests and expertise and senior applicants at the associate or full professor rank will also be considered. Candidates capable of lecturing in both official languages will be given preference. However, candidates committed to attaining this proficiency before the end of the initial two-year appointment will also be considered. Minimum salary levels effective July 1st, 1982 will be: Asst. Prof. \$24,200, Assoc. Prof. \$31,100, Full Prof. \$40,100. Applications with curriculum vitae and names and addresses of three (3) referees should be forwarded before May 1st, 1982 to: Dr. Marcel LeBlanc, Chairman, Department of Physics, University of Ottawa, Ottawa, Ontario, K1N 6N5.

UNIVERSITÉ D'OTTAWA. Département de physique. Le Département de physique de l'Université d'Ottawa prévoit avoir un poste vacant de professeur adjoint pouvant mener à la permanence à compter du 1 juillet 1982. La préférence pour le poste sera donnée à un expérimentateur désireux d'établir un programme indépendant de recherche dans un domaine de la physique de la matière condensée; toutefois on donnera une considération attentive à tout excellent candidat ayant soit d'autre intérêt de recherche et/ou possédant un rang de professeur agrégé ou titulaire. Les candidats doivent être bilingues, c'est-à-dire qu'ils doivent être capables de parler en français et en anglais; dans le cas contraire, il doit tout au moins, d'engager à acquérir la compétence linguistique voulue avant la fin d'un an initial de deux ans. Les salaires minima doivent s'appliquer à juillet 1982 et seront: Adjoint \$24,200, Assoc. — \$31,100, et Titulaire — \$40,100. Les candidats devront soumettre avant le 1 mai 1982 leur curriculum vitae ainsi que le nom et l'adresse de trois (3) répondants à: Dr. Marcel LeBlanc, Directeur, Département de Physique, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

SIMON FRASER UNIVERSITY. Department of Physics. Postdoctoral position in semiconductor surface science. Areas for study include studies of grain boundaries in silicon and of the semiconductor/liquid interface. Salary commensurate with experience. Terms of appointment and start-

ing date subject to negotiation. Send C.V. with a list of references to: Dr. S. Roy Morrison, Department of Physics, Simon Fraser University, Burnaby, B.C., V5A 1S6.

PLANNING

UNIVERSITY OF TORONTO. Department of Geography. Program in Planning, RESEARCH/ENVIRONMENTAL PLANNING/GEOGRAPHER/REGIONAL SCIENTIST. Applications are invited for a tenure-stream position at the rank of ASSISTANT PROFESSOR, beginning July 1, 1982. The successful applicant must have a Ph.D. in Planning or Regional Science (preferably with a Geography background), or Ph.D. in Geography. Research interests in economic aspects of environmental impact assessment and Canadian resource development must be demonstrable in ongoing research. Teaching assignments will include graduate and undergraduate courses in Planning, Geography. Courses will include quantitative methods, environmental impact assessment, geography of Canadian resource industries, especially energy. The right is reserved to offer a contractually-limited appointment. A letter of application with curriculum vitae and the names of three referees should be sent to Professor J. Britton, Chairman, Department of Geography, University of Toronto, Toronto, Canada, M5S 1A1 before April 30, 1982.

POLITICAL SCIENCE

UNIVERSITY OF REGINA. Department of Political Science. Applications are invited for a position at the Assistant Professor level effective July 1, 1982. (Salary range 1982-1983, \$24,796 to \$36,668). Applicants should be qualified to teach and research in Canadian politics, including provincial and local government, and political philosophy, at both undergraduate and graduate levels. Ph.D. completed or near completion. Letters of application, accompanied by a curriculum vitae, names and addresses of three referees familiar with the applicant's work, to be directed to: D. DeVlieger, Head, Department of Political Science, University of Regina, Regina, Saskatchewan, S4S 0A2. Canadian citizens and landed immigrants will be given preference. Closing date for receipt of applications: May 1, 1982.

TRENT UNIVERSITY. Department of Political Science. Applications are invited for a two-year term appointment at the Lecturer/Assistant Professor level to run from July 1, 1982 to June 30, 1984. Teaching at the undergraduate level will include participation in the introductory course; expertise in Canadian politics and international relations is also required. Successful candidates will be given preference. Submit curriculum vitae and names of three referees to Professor Margaret Doney, Department of Political Studies, Trent University, Peterborough, Ontario, K9J 7B8. In accordance with Canadian Government immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SIMON FRASER UNIVERSITY. Political Science Department. Applications are invited for the following position with preference given to applicants eligible for employment in Canada at time of application. Lower level of Assistant Professor. Ph.D. required. Must show evidence of strong research and teaching ability. To teach Public Law/Public Administration/Urban Politics with Canadian emphasis. Salary commensurate with qualifications and experience. Submit Curriculum Vitae and names of three referees to: Secretary, Appointments Committee, Political Science Department, Simon Fraser University, Burnaby, B.C., V5A 1S6. September 1, 1982. Applications considered until position filled.

BROCK UNIVERSITY. Politics. Sessional Lecturer; primary interest in political philosophy and secondary interest in political parties and political economy; appropriate salary for applicants open to the position filled; current Canadian and Ontario regulations will be applied in screening the applicants; applications with curriculum vitae and names and addresses of three referees to be mailed to Victor M. Fie, Chairman, Search Committee, Department of Politics, Brock University, St.

Catharines, Ontario, L2S 3A1.

BISHOP'S UNIVERSITY. Political Science. Bishop's University invites applications for a one-year replacement beginning July 1, 1982 at the level of lecturer or assistant professor to teach undergraduate courses in classical and modern political theory, with further competence in developing areas desired. Ph.D. or near completion required with some evidence of publication and research desirable. Salary according to qualifications and rank. Please submit applications with curriculum vitae and names of three referees to Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Qué. J1M 1Z7.

UNIVERSITY OF VICTORIA. Department of Political Science. Applications are invited for one full-time and one part-time sessional appointment to teach courses for faculty members on leave in 1982-83. These appointments are from 1 September 1982 to 30 April 1983 and are subject to budgetary approval. Applicants should be qualified to teach Canadian government, with public administration as a secondary field. Applicants should possess at least an M.A. degree and be working towards a Ph.D. Canadian Immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Salary will be commensurate with qualifications. Applications, with curriculum vitae and the names of three referees, should be sent to: Dr. A.H. Birch, Chairman, Department of Political Science, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Closing date: Until the position is filled.

UNIVERSITY OF VICTORIA. Department of Political Science. Applications are invited for the post of Visiting Assistant Professor of Political Science for the session 1982-83. It is possible, but not certain, that a tenure-track post may become available in 1983. Applicants should be qualified to teach American government and should also have an interest in the methodology of political science. Applicants should possess a Ph.D. degree or have a Ph.D. dissertation ready for submission. The salary for a person appointed with a Ph.D. will be \$24,250 plus annual adjustment. Canadian Immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Applications, with curriculum vitae and the names of three referees, should be sent to: Dr. A.H. Birch, Chairman, Department of Political Science, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Closing date: 30 April 1982.

YORK UNIVERSITY. Department of Political Science. Faculty of Arts. The Department wishes to make two new tenure-track appointments commencing July 1, 1982, pending budget approval. Areas of interest: One position is in International Relations. Reference will be given to candidates who have a specialized competence in contemporary I.R. theories with research experience in foreign policy analysis and/or international political economy. The second position is in Public Policy and Administration. A condition of eligibility for this position is a specialized competence in empirical theory and methodology, and experience in quantitative public policy analysis. Qualifications: Ph.D. or equivalent. Applications: Send curriculum vitae and the names of three referees to: Professor H.M. Stevenson, Chairman, Department of Political Science, York University, 4700 Keele Street, Downsview, Ontario M3J 1P3. Deadline: When position is filled.

CONCORDIA UNIVERSITY. Department of Political Science. Applications are invited for a full-time position at the Assistant or Associate level commencing September 1982. Applicants should have completed the Ph.D. have teaching experience and have established publication record. Expertise is sought in the areas of public policy and public administration, with emphasis on Quebec and Canada. A knowledge of the Quebec milieu and the French language is desirable. Candidates would be expected to teach at both the graduate and undergraduate levels. Send full curriculum vitae and names of three referees to: Dr. Everett M. Price, Chairman, Department of Political Science, Concordia University, 7141 Sherbrooke St. West, Montreal, Quebec H4B 1R6. Only Canadians or permanent residents need apply for this position. Deadline for applications: when position is filled.

CARLETON UNIVERSITY. Department of

Political Science. One-year term appointments at the lecturer or assistant professor level in combinations of fields including political theory, comparative politics, international relations, public administration and Canadian politics, effective July 1, 1982. Appointments subject to the availability of funds. Applications, with full curriculum vitae and the names of at least three qualified referees should be sent to Professor Robert J. Jackson, Chairman, Department of Political Science, Carleton University, Ottawa, Ontario, K1S 5B6. Canadian citizens and landed immigrants will be given preference.

PSYCHIATRY

INSTITUT PHILIPPE PINEL DE MONTREAL. L'Institut Philippe Pinel de Montréal, centre hospitalier psychiatrique sécuritaire qui assume des contrats de service pour l'évaluation et le traitement des détenus en provenance des diverses institutions pénales du Québec, sollicite des candidatures au poste de Directrice(trice) de la Recherche. Tâches: Stimuler, encadrer et coordonner des projets de recherche concernant la clientèle, les processus et résultats de traitement et de réhabilitation, gestion du personnel de recherche, obtenir des subventions dans le but de financer divers projets de recherche, voir à la publication des résultats des projets de recherche dans les revues scientifiques et rendre ces résultats utilisables par le personnel clinique; aider les équipes cliniques à réaliser des projets de recherche. Exigences: Ph.D. et plusieurs années d'expérience (empirique) (À défaut de Ph.D., une vaste expérience en recherche scientifique pourrait suppléer); connaissance des langues anglaise et française. Remunération: Selon les échelles salariales de chercheurs en vigueur au Québec. N.B. Les candidats doivent être disponibles à travailler à ce poste à compter du 1er juillet 1982. Les curriculum vitae incluant une liste des publications et mentionnant les noms et adresses de trois (3) personnes pouvant fournir des références doivent parvenir, au plus tard, le 30 avril 1982, au Directeur général, Institut Philippe Pinel de Montréal, 10,905 est boul. Henri-Bourassa, Montréal, (Québec), Canada. H1H 1H1. Pour de plus amples informations, prière d'écrire à l'adresse ci-haut mentionnée ou de téléphoner à (514) 648-8461, poste 200.

PSYCHOLOGY

McGILL UNIVERSITY. Psychology. The Department of Psychology expects to make a tenure track appointment at the assistant professor level starting September 1, 1982 in the area of clinical psychology, subject to budgetary confirmation. We are looking for an outstanding candidate with a good background of independent research and an interest in teaching. (Persons who have not already obtained the Ph.D. or do not have a record of independent research are not encouraged to apply.) This is a congenial department that values interaction among staff members in the various areas of psychology. Anyone wishing to apply is requested to send a curriculum vitae, copies of research papers and a two-page statement describing research in progress and future research plans. The candidate should also have three confidential letters of recommendation sent to the chairman. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Address all correspondence to P. Milner, Chairman, Department of Psychology, McGill University, 1205 Ave. Dr. Penfield, Montreal, Quebec, H3A 1B1.

UNIVERSITY OF BRITISH COLUMBIA. Psychology. The Department of Psychology, University of British Columbia, is now inviting applications for three Assistant Professor positions, one in Social and two in Clinical. The Department is searching for candidates with a strong research commitment and achievement demonstrated by published work, as well as a dedicated interest in teaching. Candidates must have the Ph.D. degree or be in the final stages of the dissertation. Starting salary will be between \$25-30,000. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. In accordance with Canadian Immigration requirements this advertisement

is directed to Canadian citizens and permanent residents. The positions are subject to budgetary considerations. Complete curriculum vitae and names of at least three referees should be forwarded to: Chairman, Faculty Search Committee, Department of Psychology, University of British Columbia, Vancouver, B.C. Canada, V6T 1W5. The deadline for application will be one month from the date of this publication.

SIMON FRASER UNIVERSITY. Department of Psychology. Applications are invited for an eight month or one year, limited term appointment in clinical psychology beginning September 1, 1982. Applicants must have a Ph.D. in clinical psychology (with special interests in assessment, intervention or evaluation), research accomplishments and teaching and clinical experience. Responsibilities include teaching both at the graduate and undergraduate levels and supervision of student research. Salary is commensurate with qualifications and experience, but is limited to the mid-range of the Assistant Professor range. Candidates should send a complete curriculum vitae and three letters of reference to Dr. William Krane, Associate Chairman, Department of Psychology, Simon Fraser University, Burnaby, B.C., V5A 1S6. Canadian Immigration regulations require that applications from Canadian citizens and permanent residents of Canada be assessed before those from other persons.

MOUNT ALLISON UNIVERSITY. Department of Psychology. The Department seeks an Assistant Professor for a one year term appointment with the possibility of renewal. A Ph.D. is required. The salary will depend on qualifications and experience. The successful applicant must teach psychology at the undergraduate level, with emphasis on physiological psychology. Applications will be accepted until the position is filled with the effective date of appointment being July 1, 1982. Applications should be directed to Dr. J.F. Read, Dean of Science, Mount Allison University, Sackville, New Brunswick, E0A 3C0. Position subject to budgetary approval.

UNIVERSITY OF TORONTO. ERINDALE COLLEGE. Psychology. Assistant professor for one-year in the area of cognitive psychology, preferably memory. Ph.D. and research accomplishment in this area. Successful candidate will be expected to teach in his/her area of expertise. Assistant Professor salary range \$23,000 - \$32,000 (under negotiation). Send curriculum vitae and three letters of reference to Dr. F. Craik, Erindale College, University of Toronto, Mississauga, Ontario, L5L 1C6 by April 30, 1982. Starting date is July 1, 1982. In accordance with Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Department of Psychology. The Department of Psychology at the Erindale Campus of the University of Toronto may have two openings at the Assistant Professor level (beginning July 1, 1982) for qualified candidates in the area of Social Psychology, Human Factors, or Psychometrics. The salary range for assistant professors is expected to be \$22,000 to \$32,000 (under negotiation). We are looking for people with a strong interest in undergraduate teaching. These appointments, which are subject to final budgeting approval, are contractually limited to two years. The closing date for receipt of curriculum vitae and letters of reference is April 30, 1982. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should have this material sent to: Professor Patricia Pliner, Department of Psychology, Erindale Campus, University of Toronto, Mississauga, Ontario, L5L 1C6.

UNIVERSITY OF MANITOBA. Psychology. One year term appointment, Assistant Professor, jointly in the Department of Psychology and its training facility, the Psychological Service Centre (beginning September 1, 1982). Ph.D. and appropriate clinical psychology background required. Duties will include teaching and supervision of graduate clinical students. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send letter of application, C.V., and names of three referees, by April 30, 1982, to Dr. Morgan Wright, Director, Psychological Service Centre, University of Manitoba, Winnipeg, Manitoba, R6T 2N1.

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Department of Psychology. The Department of Psychology at the Erindale Campus of the University of Toronto has an

opening at the Assistant Professor level (beginning September 1, 1982) for a qualified candidate for the area of Sensation and Perception. Preference will be given to candidates whose research interests are in the visual processes or visual psychophysics. The salary range is from \$23,000 - \$26,000 depending on experience and qualifications. We are looking for a person with an active research program and a strong interest in undergraduate teaching. The successful candidate will be expected to teach an introductory, year-long course in Sensory and Perceptual Processes and a one-semester laboratory course in the same area. This appointment, which is subject to final budget approval, is contractually limited to one year. The closing date for receipt of curriculum vitae and letters of reference is April 30, 1982. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should have this material sent to: Bruce Schneider, Department of Psychology, Erindale College, University of Toronto, Mississauga, Ontario, L5L 1C6.

UNIVERSITY OF TORONTO. ST. GEORGE CAMPUS. Department of Psychology. Assistant Professor in Developmental or Social Psychology, preferably with interests in Social rather than Cognitive or Perceptual issues. Should also be able to contribute to program in Women's Studies. The candidate should be several years past Ph.D. with proven excellence in research and teaching. Send C.V. and three letters of reference to Chairman, Search Committee, Department of Psychology, University of Toronto, Toronto, Ontario, M5S 1A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ST. FRANCIS XAVIER UNIVERSITY. Department of Psychology. The Psychology Department at St. Francis Xavier University invites applications for a limited term appointment as a sabbatical replacement for 1982-1983 year. The candidate should have a Ph.D. and be prepared to teach Developmental and either Learning or Perception/Cognition. Although the primary responsibility of the appointment is teaching, the successful candidate will have access to the department's research facilities to conduct his/her research program. Salary is negotiable and is in accordance with previous experience. Interested candidates should send their Curriculum Vitae and arrange for three letters of reference to be sent to: Dr. M. Schwartz, Chairman, Department of Psychology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

DALHOUSIE UNIVERSITY. Department of Psychology. Applications are invited for a tenure track appointment at the rank of assistant professor, to be effective July 1, 1982 (subject to budgetary approval). The 1981/82 salary minimum is \$20,655 per annum, but a salary above that is possible depending on the successful applicant's experience and past record. A demonstrated capacity for research and ability to teach child psychology are essential. It would be an added advantage to have research and teaching interests in infant behavior, language development or cognitive psychology. Applications should include a curriculum vitae and cite at least three referees: apply to R.S. Rodger, Chairman, Department of Psychology, Dalhousie University, Halifax, Nova Scotia, B3H 4J1.

UNIVERSITY OF SASKATCHEWAN. Department of Psychology. Applications are invited for a two year term appointment at the Assistant Professor level (salary range 1980-81, \$21,120 to \$27,144), effective July 1, 1982. Applicants in the area of applied social psychology are especially encouraged, but all applications will be considered. Send curriculum vitae and three letters of recommendation to: Dr. T. Wishart, Chairman, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

QUEEN'S UNIVERSITY AT KINGSTON. Department of Psychology. Applications are invited for positions in applied (non-clinical) areas. We will have one, and possibly two, tenure-track positions at the assistant professor level, beginning in the 1982-83 academic year. Successful applicants should complement our existing programs in experimental and social areas. Applicants should have primary research interests in organizational behavior, applied social or industrial psychology; interests in quantitative methods or computer applications in these areas would be of additional

advantage. Teaching duties are to be arranged but they will include courses in the areas specified above. Current government regulations require that Canadian citizens and landed immigrants be given preference. Candidates of both sexes are equally encouraged to apply. Applications should include curriculum vitae, publications and three letters of reference, directed to: Dr. Edward Zamble, Chairman, Applied Search Committee, Department of Psychology, Queen's University, Kingston, Ontario, K7L 3N6.

QUEEN'S UNIVERSITY. Psychology Department. Applications are invited for a tenure track position at the Assistant Professor level in clinical psychology. Preference will be given to applicants who wish to specialize in child clinical psychology and who are able to share teaching duties at the graduate and undergraduate levels in developmental courses. A capacity and eagerness to supervise the research of graduate students is essential. Canadian citizens and landed immigrants will be given preference and encouraged to apply. Salary is negotiable. Appointment will commence on September 1st, 1982. Applications with vitae, representative publications, and at least three letters of recommendation are to be sent to: Dr. W.L. Marshall, Chairman, Clinical Training, Psychology Department, Queen's University, Kingston, Ontario, K7L 3N6, Canada.

PUBLIC ADMINISTRATION

UNIVERSITY OF WINNIPEG. Political Science Department. Applications are invited for two positions which are subject to budget approval. One position is tenure track the other is for a one-year term with possibility of renewal. Preference will be given to applicants with Ph.D. completed or near completion. Duties include teaching general and honors political theory and/or the general area of undergraduate and graduate public administration. Salary and rank will be commensurate with qualifications. Send complete vitae and three letters of reference to: Dr. Robert Adie, Political Science Department, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Starting Date: September 1, 1982. Closing Date: When position is filled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

PUBLIC RELATIONS

MOUNT SAINT VINCENT UNIVERSITY. Public Relations. Mount Saint Vincent University is accepting applications for a full-time appointment in Public Relations commencing July 1, 1982. The successful candidate will be responsible for teaching undergraduate courses in basic writing and reporting, print media writing and editorial practices. Qualifications: Ph.D. in public relations or allied field with some teaching experience preferred. Rank and salary in accordance with qualifications and experience. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RELIGIOUS STUDIES

UNIVERSITY OF REGINA. CAMPION COLLEGE. Department of Religious Studies. Applications are invited for the position of Assistant Professor in Religious Studies. The qualifications required: Ph.D. or equivalent academic qualifications. Areas of specialization must include Hinduism, with a strong interest in contemporary Hindu practice, but candidates should also be able to teach in other areas, for instance, Christian thought and Religious Themes. Starting date of appointment: July 1, 1982. Salary: \$32,548. Closing Date: Applications when position is filled. Canadian immigration regulations now require the College to in-

<p>vite and assess applications from Canadian citizens and permanent residents of Canada before inviting and assessing applications from other persons. Applications, including curriculum vitae, special interests and names of referees should be forwarded to Professor H. Gorski, Campton College, University of Regina, Regina, Saskatchewan, S4S 0A2.</p>	<p>Sociology. Instructors required for three Summer School teaching positions: Sociology 214 (Family and Kinship) evening course at Trent University, Peterborough from May 10 to August 4 inclusive; Sociology 386 (Canadian Society — could be general synopsis of special area), day course at Oshawa July 5 to August 17 inclusive; and Sociology/Cultural Studies 240 (Sociology of Mass Culture), evening course at Oshawa May 10 to August 4 inclusive. Stipend \$4,435 per course. Applications with c.v., names of 2 referees, and course outline should be sent to Professor J. Wernick, Chairman, Department of Sociology, Trent University, Peterborough, Ont., K9J 7B8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.</p>	<p>STATISTICAL AND ACTUARIAL SCIENCES</p> <p>THE UNIVERSITY OF WESTERN ONTARIO. Department of Statistical and Actuarial Sciences. The Department of Statistical and Actuarial Sciences of The University of Western Ontario invites applications for a one-year limited term appointment. The appointment will be made subject to funds being available. Canadian Immigration regulations require that Canadians and Landed Immigrants will be given preference. Applications including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. I.B. MacNeill, Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.</p>	<p>Waterloo invites applications for two tenure-track faculty positions. Additional faculty research positions are also expected. Systems Design offers interdisciplinary programs at all levels from B.A.Sc. to Ph.D. The department has high standards for acceptance of students and has truly excellent research and computing facilities. We are looking primarily for people to augment our current capabilities in pattern recognition, image processing, machine intelligence, optimization, dynamical systems, information systems, systems modelling and simulation, and microcomputer applications. Applications with c.v. and the names of three referees should be sent to: Dr. K. Huseyin, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, (519) 885-1211 ext. 2601. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.</p>
<p>ROBOTICS</p> <p>McGILL UNIVERSITY. Robotics. Research Assistants. A new project in intelligent automation is being initiated. The application is the inspection and assembly of electronic circuits. We are seeking two individuals with at least a Master's degree to work on this project. Previous experience working on a robotics project is absolutely necessary. The first individual should have the equivalent of a Master's degree in Mechanical Engineering, with specialization in industrial manipulators and robot arms. The second individual should have a Master's degree in Electrical Engineering or Computer Science, with specialization in Computer Vision. In both positions, experience with small computers, and software development is also necessary. Federal regulations require that only Canadians or Landed Immigrants to Canada need apply for these positions. The salary is within the range of \$20-\$24,000 depending on qualifications. Applicants should send résumé to Professor M.D. Levine, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, P.Q., H3A 2A7.</p>	<p>CARLETON UNIVERSITY. Sociology. A two year position as project supervisor on a national survey of the Canadian population. The desired qualifications for this position include: knowledge and experience in survey design data collection and data management; quantitative skills in multivariate data analysis and some familiarity with the substantive area of research. Starting salary is approximately \$20,000 per year for candidates who have completed the M.A. or Ph.D. degree. Send C.V. indicated relevant experience, skills and interests to Professor John Myles or Professor Wallace Clement, Department of Sociology, Carleton University, Ottawa.</p> <p>UNIVERSITY OF WINNIPEG. Department of Sociology. Applications are invited for several one-year sessional positions. Ph.D., teaching experience and publications preferred. Duties will include undergraduate teaching (areas open). Salary and rank commensurate with qualifications and experience. Offer of appointment is subject to final budgetary approval. Applications, with curriculum vitae and the names of three referees, should be sent to: Dr. D.L. Smith, Chairperson, Department of Sociology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R2S 2E9. Starting date: September 1, 1982. Closing date for applications: when positions are filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.</p>	<p>THE UNIVERSITY OF WESTERN ONTARIO. Department of Statistical and Actuarial Sciences. The Department of Statistical and Actuarial Sciences of The University of Western Ontario invites applications for a senior position in Statistics or Applied Probability. Salary will be commensurate with qualifications and experience. The appointment will be made subject to funds being available. Canadian Immigration regulations require that Canadians and Landed Immigrants will be given preference. Applications including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. I.B. MacNeill, Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.</p>	<p>THEATRE</p> <p>THE UNIVERSITY OF ALBERTA. Department of Drama. Scenic Designer. The Department of Drama at the University of Alberta seeks a sessional instructor in Scene Design with a strong orientation in technical areas. Besides co-teaching technical areas, the instructor will be responsible for lighting, drafting and modelmaking is highly desirable. The program is singularly professional in emphasis and its select group of students pursue careers aimed exclusively in Design. The Department of Drama has a professional technical staff of seven, three theatres, and a supportive production budget. The contract would be for an eight-month period, September through April available in the Fall of 1982. Excellent opportunities for a continuing sessional position although not tenure track. Salary range: \$17,000 to \$19,000. The Department of Drama offers both the B.F.A. and M.F.A. degrees in Design. The University is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, and at least three letters of reference not later than May 1, 1982, to Dr. James H. McTeague, Chairman, Department of Drama, University of Alberta, Edmonton, Alberta, T6G 2G3.</p>
<p>SECRETARIAL STUDIES</p> <p>MOUNT ALLISON UNIVERSITY. Department of Secretarial Studies. The University is seeking a Lecturer in Secretarial Studies for the 1982-83 academic year. The successful applicant must teach courses at the beginning and advanced level in typewriting, Gregg shorthand and secretarial procedures to students enrolled in a Secretarial Certificate programme. General administrative duties involving the programme would also be required. A degree in Secretarial Studies and/or Business Education is required. Some office experience would also be helpful. The salary is negotiable. Applications should be directed as soon as possible to Prof. A. Adams, Department of Secretarial Studies, Mount Allison University, Sackville, New Brunswick, E0A 3C0.</p>	<p>UNIVERSITY OF WINNIPEG. Department of Sociology. Applications are invited for a possible tenure track position at the rank of Assistant Professor. Ph.D., teaching experience and publications preferred. Duties will include undergraduate teaching with specialization in one or more of the following areas: Sociology of Medicine, Sociology of Sport and Leisure, Sociology of Education, Crime and Deviance. Other areas considered. Salary commensurate with qualifications and experience. Offer of appointment is subject to final budgetary approval. Applications, with curriculum vitae and the names of three referees, should be sent to: Dr. D.L. Smith, Chairperson, Department of Sociology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R2S 2E9. Starting date: September 1, 1982. Closing date for applications: when position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.</p>	<p>STUDENT COUNSELLING</p> <p>UNIVERSITY OF SASKATCHEWAN. Student Counselling Services. Counsellor (Term appointment). Term: July 1, 1982 - April 30, 1983 (may be negotiated). Applications are invited for the position of Counsellor with the Student Counselling Service, University of Saskatchewan. Duties: Individual and group counselling with a diverse University population. As well, the position requires a full range of counselling skills including: study skills seminars, career planning and assessment. The appointee will be expected to participate in liaison and consulting activities with other segments of the University community. Opportunities exist for interdepartmental professional involvement with adjacent departments of Psychology, Psychiatry, Educational Psychology and Student Health. Closing date: April 30, 1982. Salary: Commensurate with training and experience. Qualifications: Doctoral degree complete or in completion in counselling, clinical psychology or educational psychology. Applications with complete resumes and at least three letters of reference should be sent to: Dr. Vera Pezer, Student Counselling Services, University of Saskatchewan, Saskatoon, Sask., S7N 0W0.</p>	<p>UNIVERSITE D'OTTAWA. Département de théâtre. Le Département de théâtre annonce l'ouverture d'un poste de professeur adjoint de théâtre. Le département offre des programmes de baccalauréat et des arts avec concentration et avec spécialisation en théâtre. Le premier programme est offert en français et en anglais; le second est bilingue et est consacré à l'étude et à la pratique de la mise en scène. Les qualifications requises pour le poste sont: doctorat ou l'équivalent, expérience de l'enseignement au niveau supérieur, expérience de la pratique théâtrale. Entrée en fonction: le premier juillet 1982. Rémunération: à négocier selon la convention collective. Date limite des candidatures: le 30 avril 1982. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents. Pour de plus amples renseignements ou pour soumettre sa candidature accompagnée de références et d'un curriculum vitae détaillé, prière de s'adresser à: Tibor Egervari, Directeur, Département de théâtre, Université d'Ottawa, 112, rue Valler, Ottawa, Ontario, K1N 6N5.</p>
<p>SOCIAL SCIENCE</p> <p>YORK UNIVERSITY. Research Associate in Social Science. Applications are invited for a one (1) year term appointment with possibility of renewal, commencing 1st May 1982 or as soon as possible after. Qualifications are a Ph.D., or equivalent, in a social science. Preference will be given to candidates with training in survey research and social statistics. Salary in the range of \$20,000-\$26,000 per annum. Curriculum vitae and names of referees should reach the Director, York — IBR, 4700 Keele Street, Downsview, Ontario, M3J 2R6, by 30 April, 1982. The position is subject to budgetary approval.</p>	<p>SPANISH</p> <p>UNIVERSITY OF WATERLOO. Department of Spanish. Applications are being accepted for a faculty position in Spanish, preferably in the Spanish American area. Qualifications include Ph.D. in Spanish. Experience in language and literature teaching with evidence of strong commitment to research. Duties include undergraduate teaching of language and literature courses, both Peninsular and Spanish American. Salary and rank are commensurate with qualifications and experience. Those interested should send applications to Dr. B. Thalman, Chairman, Department of Spanish, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July 1, 1982. One or more one-year appointments will be subject to availability of funds. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.</p>	<p>UNIVERSITY OF ALBERTA. Student Counselling Services. Ph.D. level counselling and clinical psychologists are invited to apply for a tenure position. Assistant Professor. A broad range of experience with group and individual counselling, and learning and study skills desirable. Should be familiar with service delivery in career academic, and personal problem areas, and have an interest in research and long-range service development. The University of Alberta is an equal opportunity employer, but because of Canada Employment and Immigration requirements, preference will be given to Canadian citizens and permanent residents at the time of application. Applicants should submit résumé, transcripts, and three letters of reference to: Director, Student Counselling Services, 102 Athabasca Hall, University of Alberta, Edmonton, Alberta, T6G 2E8. Closing date: April 30, 1982.</p>	<p>UNIVERSITY OF SASKATCHEWAN. Department of Drama. The Department of Drama at the University of Saskatchewan has a vacancy for an Instructor/artist-in-residence. The successful applicant will be responsible for acting instruction at the introductory level, focusing on fundamental techniques of speech and performance, directing in-class readings and supplementary Department productions. In addition to teaching responsibilities, the candidate will participate as an actor or director in Department productions, possess good judgement, flexibility and leadership skills. Qualifications include professional and/or university training and experience in professional theatre; experience in the teaching of the above skills is desirable. Salary, dependent upon qualifications and experience, is in the range of \$17,763 - \$22,851 per annum (range under review for 1982-83). The appointment will begin July 1, 1982 and conclude June 30, 1983, a term of twelve months.</p>
<p>SOCIOLOGY</p> <p>CONCORDIA UNIVERSITY. Sociology. Applications are invited for a nine-month replacement position at the level of lecturer or assistant professor to commence September 1, 1982. Qualifications: Ph.D. or A.B.D. in sociology with teaching experience. Areas of Specialization: theory, methods, family, industrial, race and ethnic — others considered. Salary dependent upon qualifications and experience. Send curriculum vitae and three letters of reference to: Dr. H. Taylor Buckner, Chair, Department of Sociology and Anthropology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, P.Q., H3G 1M8. Canadian citizens and landed immigrants will be considered first.</p> <p>TRENT UNIVERSITY. Department of</p>	<p>STATISTICAL AND ACTUARIAL SCIENCES</p> <p>THE UNIVERSITY OF WESTERN ONTARIO. Department of Statistical and Actuarial Sciences. The Department of Statistical and Actuarial Sciences of The University of Western Ontario invites applications for a one-year limited term appointment. The appointment will be made subject to funds being available. Canadian Immigration regulations require that Canadians and Landed Immigrants will be given preference. Applications including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. I.B. MacNeill, Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.</p>	<p>SYSTEMS DESIGN</p> <p>UNIVERSITY OF WATERLOO. Department of Systems Design. The Department of Systems Design at the University of</p>	<p>THEATRE</p> <p>THE UNIVERSITY OF ALBERTA. Department of Drama. Scenic Designer. The Department of Drama at the University of Alberta seeks a sessional instructor in Scene Design with a strong orientation in technical areas. Besides co-teaching technical areas, the instructor will be responsible for lighting, drafting and modelmaking is highly desirable. The program is singularly professional in emphasis and its select group of students pursue careers aimed exclusively in Design. The Department of Drama has a professional technical staff of seven, three theatres, and a supportive production budget. The contract would be for an eight-month period, September through April available in the Fall of 1982. Excellent opportunities for a continuing sessional position although not tenure track. Salary range: \$17,000 to \$19,000. The Department of Drama offers both the B.F.A. and M.F.A. degrees in Design. The University is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, and at least three letters of reference not later than May 1, 1982, to Dr. James H. McTeague, Chairman, Department of Drama, University of Alberta, Edmonton, Alberta, T6G 2G3.</p>

ths. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send applications, including an updated resume and names of references to: Professor Tom Kerr, Head, Department of Drama, University of Saskatchewan, Saskatoon, Saskatchewan, CANADA, S7N 0W0. The deadline for applications is April 30, 1982 or until filled.

UNIVERSITY OF SASKATCHEWAN. Department of Drama. The Department of Drama at the University of Saskatchewan, Saskatoon, Saskatchewan has a vacancy for an Instructor of the first and second year undergraduate stagecraft program. The successful applicant will be responsible for teaching introductory and intermediate stagecraft skills. The position requires flexibility, good judgement and leadership skills, a familiarity with technical and production methods in the performing arts, and a demonstrated ability to work well in academic and artistic environments. The variety of skills to be taught are in lighting application, set construction, sound production, tool knowledge and usage, electricity, drawing interpretation and basic skills. In addition to this, the successful applicant assumes the responsibilities of Resident Technical Director or university training and experience in professional theatre; experience in the teaching of the above skills is desirable. Salary, dependent upon qualifications and experience, is in the range of \$17,763 - \$22,851 per annum (under review for 1982-83). Appointment will begin July 1, 1982 and continue to June 30, 1983 for the term of twelve months. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send applications, including an updated resume and names of references to: Professor T. Kerr, Head, Department of Drama, University of Saskatchewan, Saskatoon, Saskatchewan, CANADA S7N 0W0. Deadline for application is April 30, 1982 or until filled.

CONCORDIA UNIVERSITY. Theatre Studio Technician. Duties: to assist the technical director in all operations associated with the preparations and running of theatre department productions such as training of student technical crews in the use of theatre equipment and techniques and procedures; maintaining theatre plant(s) and equipment; assisting the scenography faculty with student labs and projects; establishing and ensuring the maintenance of a high standard of operation. Qualifications: professional DEC in theatre arts equivalent in education and/or experience, training and experience in theatre graphics, carpentry, property construction, scenic painting, maintenance, working knowledge of metals, plastics and electronic technology; knowledge of materials purchasing and control; interested candidates are invited to submit applications in writing or to contact the employment officers listed below. Elaine Comartin (514) 879-8116 or Helen Raspin (514) 879-8121. Maitsonne Campus, University, Sir George Williams Campus, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

THE UNIVERSITY OF WINNIPEG. Department of English (Theatre). Applications are invited for a possible probationary (leading to tenure) position in the Theatre Division of the Department of English. Ph.D. and teaching experience preferred, with professional experience an asset. Teaching duties will include senior courses in acting, direction of plays, and work at the freshman level. Salary and rank commensurate with qualifications and experience. Position subject to budget approval. Applications with curriculum vitae should be sent to: Dr. A.G. Bedford, Chairman, Department of English, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Applicants should provide the names, addresses and telephone numbers of three referees, and request that they each send a supporting letter to the above address. Date of appointment: September 1, 1982. Closing date for applications: May 1, 1982 or when position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY. Cultural Studies Program — Theatre — The program invites applications for two summer session appointments for Cultural Studies 370 Experimental Theatre (theory and practice from Stanislavsky to Grotowski) and Cultural Studies 376, Theatre Workshop, Dramaturgy. The courses will be offered on campus, four

days a week, from July 5 to August 17. Salary for the positions will be \$4,435 per course. Requirements: Ph.D. or equivalent teaching and/or professional experience. Applications for the above positions, accompanied by full curriculum vitae with the names of three referees should be sent to: Professor Ian McEachern, Chairman, Cultural Studies Program, Trent University, Peterborough, Ont., K9J 7B8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF ALBERTA. Department of Drama. Costume Designer. The Department of Drama at the University of Alberta seeks a Designer with strong emphasis in Costume from January through April, 1983. Teaching responsibilities are within the Professional Design Program and will be part of team-teaching concept utilizing students involved in the B.F.A. and M.F.A. programs pursue professional careers in Design and are carefully selected from across Canada. The four-month seasonal contract will be negotiated in terms of background and experience on a competitive salary scale (range: \$8,000 to \$10,000). The University is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications, curriculum vitae and three letters of reference by May 1, 1982 to Dr. James H. McTeague, Chairman, Department of Drama, University of Alberta, Edmonton, Alberta, T6G 2C9.

CONCORDIA UNIVERSITY. Department of Theatre. Costume Designer. Position available effective June 1, 1982. The Department of Theatre invites applications for the position of Costume Designer-Teacher to take charge of the Costume area and to teach in the Scenography division of the Department. The Department offers a B.F.A. degree with specializations in Scenography, Performance and Drama in Education. The Department is presently comprised of 11 full-time faculty, including 4 in Scenography, plus 2 full-time stage technicians, a costume maker and 8 paid student assistants. Qualifications: MFA degree or equivalent experience; design, pattern drafting and cutting experience is required; university experience required; ability to work in French and English desirable but not required. Duties: teach costume design, costume construction and related areas; design, cut and/or supervise the costumes for 4-6 productions per year; supervise costume shop, costume and student assistants. Normal teaching load is three courses per year. Production work is included as part of the course load. One year appointment with possibility of renewal. Preference will be given to Canadian citizens or landed immigrants. Applications should be accompanied by a complete curriculum vitae and the names of at least three persons who are familiar with the applicant's work and who would be prepared to provide references. Do not send portfolio until requested. Address all inquiries and/or applications to: Don Childs, Chairman, Department of Theatre, Concordia University, 7141 Sherbrooke St. West, Montreal, P.Q. H4B 1R6.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH. Department of Veterinary College. Department of Pathology. Faculty positions at the Assistant Professor level are available in the Department of Pathology. Responsibilities involve undergraduate and graduate teaching and experience in diagnostic pathology. Preference will be given to candidates with advanced degrees in Anatomical Pathology and experience in the Carcinoma, Urinary or Musculoskeletal Systems or advanced degrees in Clinical Pathology and experience in Clinical Biochemistry, Interpretive Hematology and Cytopathology. One position will be available on March 1, 1982. Closing date May 1, 1982, or until positions have been filled. These positions are subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please respond to: Dr. E. Valli, Chairman, Department of Pathology, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1.

UNIVERSITY OF GUELPH. Department of

Veterinary Microbiology and Immunology. A faculty vacancy in the area of Immunology in the Department of Veterinary Microbiology and Immunology, University of Guelph, is anticipated on July 1, 1982. The duties include teaching in the DVM program, and at the graduate level, including the supervision of candidates for higher degrees, together with participation in the Department's research program on economically important diseases of food animals. Current major research projects relate to enteric, respiratory and reproductive problems in cattle, swine and poultry. Applicants should have a Ph.D. degree in Immunology, and the DVM degree would also be desirable. Postdoctoral teaching and research experience in immunology would be an advantage. The salary for this position, which is subject to final budgetary approval, is negotiable. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications, curriculum vitae and three letters of reference by May 1, 1982 to Dr. J.B. Derbyshire, Chairman, Department of Veterinary Microbiology and Immunology, University of Guelph, Guelph, Ontario, N1G 2W1.

VISUAL ARTS

CONCORDIA UNIVERSITY. Faculty of Fine Arts. Department of Design. Graphic Design. The Faculty of Fine Arts is inviting applications for a full-time teaching position in Graphic Design commencing with the 1982-1983 academic year. The candidate chosen should have professional experience in all aspects of Graphic and Communication Design. The position will involve the following responsibilities: the teaching of three undergraduate courses in the Department of Design; assisting with the supervision of the Graphic Design programme; assisting in curriculum planning in the Graphic Design programmes. Preferences will be given to applicants with a degree in the field or equivalent experience, and to those who have experience in a university, school of design, college or comparable institution. Rank and salary will be commensurate with applicants' qualifications and experience. The appointment will commence June 1, 1982. All letters of application must be accompanied by a complete curriculum vitae and the names of three persons who would be prepared to serve as references. Bilingualism would be an asset. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please address all applications to: S. Hudson, Chair, Assistant Professor, Department of Design, Faculty of Fine Arts, Concordia University, 1395 Dorchester Blvd. West, Room VA 264, Montreal, Quebec, H3G 2M5.

CONCORDIA UNIVERSITY. Faculty of Fine Arts. Department of Sculpture and Crafts. Position: Visiting Associate Professor for the period July 1982 through May 31/83. Responsibilities: To teach beginning and advanced classes in Sculpture. Qualifications: MFA or equivalent, record of work, exhibitions, minimum of 5 years teaching or other professional experience. Salary: negotiable, at Associate Professor rank. Present floor \$29,393. Enquiries: Address letters of application with curriculum vitae and the name of three references to: Concordia University, Department of Sculpture and Crafts, Faculty of Fine Arts, 1395 Dorchester Blvd. West, Room VA 262, Montreal, Quebec, H3G 2M5. Attention: K. Lipke, Chair. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

YORK UNIVERSITY. Faculty of Fine Arts/Faculty of Education. Teacher of Art Education/Visual Arts. To teach in the Visual Arts Department at the undergraduate and graduate levels, and Art Education courses in the Faculty of Education; committee work, advising students in the Visual Arts and Art Education. In-school supervision of Art Education students. The applicant should be a working artist with a notable exhibition record and have experience in the teaching of art on several levels. Qualifications required: experience in teaching art in primary and secondary schools; active involvement and continuing interest in developing curricula and methods for the teaching of art; accomplished in an art form currently taught at York (painting, sculpture, drawing, design, photography, graphics (two-dimensional directions) with knowledge of the

historical, intellectual and technical development of art in our day; a degree in Fine Arts or Education, and teaching experience at the university level. This is a probationary/tenured appointment, full time, effective September 1, 1982, rank to be determined, and subject to budgetary approval. Apply with curriculum vitae, slides or reproductions of work, and names of three referees to: Andrew M. Tomcik, Chairman, Department of Visual Arts, York University, Downsview (Toronto), Ontario M3J 1P3. Application deadline is May 1, 1982. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Pursuant to budgetary and/or Senate approval. Course may be considered on a contractually-limited basis.

YORK UNIVERSITY. Faculty of Fine Arts. Assistant/Associate Professor. Sculpture, to teach at undergraduate and graduate levels. Committee work and student advising at both levels. The applicant should be a working sculptor with a notable exhibition record. Qualifications required: a variety of sculpture materials; knowledge of historical, intellectual and technical development of sculpture in the 20th century; awareness of the interrelationship of sculpture with other art forms; teaching experience at the graduate and undergraduate levels; a Master's degree in Fine Arts would be valuable. This is a probationary/tenured appointment, full time, effective September 1, 1982, rank dependent on qualifications, and subject to budgetary approval. Apply with curriculum vitae, slides or reproductions of work, and names of three referees to: Andrew M. Tomcik, Chairman, Department of Visual Arts, York University, Downsview (Toronto), Ontario M3J 1P3. Application deadline is May 1, 1982. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Pursuant to budgetary and/or Senate approval. Course may be considered on a contractually-limited basis.

YORK UNIVERSITY. Faculty of Fine Arts. Assistant Professor, Drawing, to teach at undergraduate and graduate levels, including foundation courses, and committee work, -area planning and student advising at both levels. The applicant should be an active artist for whom drawing is an essential part of his/her work, and with a notable exhibition record. Qualifications required: a special interest in drawing in a variety of forms and materials; knowledge of the historical, intellectual and technical developments of drawing, particularly of our day, and the interrelationship of drawing with other art forms. Teaching experience in post-secondary institutions is important; a Masters degree in Fine Arts is valuable. This is a probationary/tenured appointment, full time, effective September 1, 1982, and subject to budgetary approval. Apply with curriculum vitae, slides or reproductions of work, and names of three referees to: Andrew T. Tomcik, Chairman, Department of Visual Arts, York University, Downsview (Toronto), Ontario M3J 1P3. Application deadline is May 1, 1982. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Pursuant to budgetary and/or Senate approval. Course may be considered on a contractually-limited basis.

WOMEN'S STUDIES

CONCORDIA UNIVERSITY. SIMONE DE BEAUVOIR INSTITUTE. Women's Studies. Applications are invited for a one year sessional appointment beginning June 1, 1982 at the level of Lecturer or Assistant Professor. Candidates should possess competence in one or more of the following areas: Women's Studies, History of Women, Feminist Political Theory. Closing date for applications: May 1, 1982 or when position is filled. Applications and supporting material should be mailed to Principal Mair Verthuy, Simone de Beauvoir Institute, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. In accordance with Canadian government Immigration requirements, this ad is directed to Canadian citizens and permanent residents.

CANADIAN RESEARCH INSTITUTE FOR THE ADVANCEMENT OF WOMEN. The Canadian Research Institute for the Advancement of Women is holding its sixth Annual General Meeting and Conference in

Ottawa, November 19-22, 1982. This year's conference theme — "Sexism in Research and Its Policy Implications" — is based on the premise that sexist research ought to be the concern of all citizens and decision-makers because it distorts the base on which policy decisions are made. CRIAW is calling for abstracts or proposals (approximately 250 words) outlining potential research papers, panels or round table discussions. Deadline: April 15, 1982. Address: Jill Vickers, Conference Convenor, c/o CRIAW, P.O. Box 236, Station B, Ottawa, Ontario K1P 6C4.

INSTITUT CANADIEN DE RECHERCHES POUR L'AVANCEMENT DE LA FEMME. La sixième conférence annuelle et l'Assemblée générale de l'Institut canadien de recherches pour l'avancement de la femme se dérouleront à Ottawa du 19 au 22 novembre 1982. Le thème de la conférence cette année — Le sexisme en recherche et ses incidences sur les politiques — se base sur la prémisse que tous les citoyens ne sont pas égaux et que certaines décisions politiques devraient être influencées à la recherche du sexisme car elle détermine les fondements des décisions en matière de politiques. L'ICRAF vous invite donc à soumettre des esquisses de projets de recherche possibles, ou de présentations pour des ateliers ou tables rondes avant le 15 avril 1982. Veuillez envoyer vos soumissions à: Jill Vickers, coordonnatrice de la conférence, a/s ICRAF, C.P. 236, Succursale B, Ottawa, K1P 6C4.

FACULTY EXCHANGE CENTRE

THE FACULTY EXCHANGE CENTRE. The Faculty Exchange Centre, non-profit, faculty-administered, helps arrange exchanges of faculty within North America and overseas. Send self-addressed envelope for details to 952 Virginia Avenue, Lancaster, Pennsylvania, U.S.A. 17603.

ACCOMMODATION

ACCOMMODATION. LONDON APARTMENT. Comfortable, nicely furnished flat (two large rooms, kitchen and bath) in family home near Hampstead Heath, shops, and transportation. 60 pounds per week includes utilities and use of washing machine. Telephone and TV pro rata. Available from May 1982. Non-smokers particularly welcome. References to Mrs. N.N. Brien, 42 Laurier Rd., London NW5, England, U.K.

SABBATICAL — HOUSE FOR RENT. Aug. 1982 - July 1983. North Toronto (8 mi. to U. of T.). Close to TTC, schools and shopping. Furnished, 3 bedroom, large study/guest room, 2 baths, 5 appliances, central air, attached garage, garden and ravine. \$800/p.m. plus utilities. Delovitch 416-978-6268 or 416-638-4883.

FOR RENT, 1 July 1982 - 30 June 1983. Fully furnished 3 bedroom bungalow, 1 1/2 baths, fireplace, completed basement, (+2 bedrooms), double garage, etc. 10 min. to U. of Alberta, Edmonton, \$1,000/mo. Tel: 403-434-1110.



UNIVERSITE DE MONCTON

CENTRE UNIVERSITAIRE DE MONCTON

L'Université sollicite des candidatures de

PROFESSEUR

**en Communication
Musique**

Lors de son engagement, le professeur à plein temps se voit attribuer un des rangs professoraux définis dans la convention collective selon ses qualifications et expérience. Le traitement annuel est établi aussi selon les qualifications et l'expérience.

Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyens canadiens et aux résidents permanents.

Sous réserve d'approbation budgétaire, l'Université anticipe que seront à combler les postes susdits dont la date d'entrée est le 1er juillet 1982. Les candidatures pourront être considérées dès leur réception et selon leur ordre d'arrivée par la suite si le poste reste disponible. Les candidats doivent maîtriser la langue française, tant orale qu'écrite. Toute candidature doit comporter un curriculum vitae détaillé avec le nom de trois répondants et être transmise au soin de la personne indiquée ci-dessous à l'adresse suivante:

Centre universitaire de Moncton
Université de Moncton
Moncton, Nouveau-Brunswick E1A 3E9

COMMUNICATION

Fonctions: Enseigner des cours de 1er cycle reliés principalement à un nouveau programme d'information et de communication. Participer à l'orientation du programme et à son développement. Faire de la recherche dans le domaine de l'information ou des moyens de communication.

Qualifications: Formation dans un champ d'étude pertinent pour l'information et la communication. De préférence le doctorat. Intérêt assez général pour les divers aspects de la communication avec un accent sur la production des informations. L'expérience dans l'enseignement ou dans les médias sera prise en considération. L'engagement se fera au rang approprié aux qualifications du candidat retenu.

Communication: Monsieur Martin Waitz, directeur
Département de musique
Faculté des arts

MUSIQUE

Fonctions: Leçons individuelles de guitare. Pour compléter sa charge d'enseignement, le candidat retenu sera appelé à enseigner suivant ses aptitudes des cours des programmes spécialisés en musique.

Qualifications: Maîtrise en interprétation, expérience universitaire et professionnelle.

Communiquer avec: Monsieur Martin Waitz, directeur
Département de musique
Faculté des arts

Salary . . . p.40

steadily drifted further from the curve.

A graph showing representative curves by discipline may be available at a later date. (Requests should be directed to the author at the CAUT.)

The area under an individual's curve is related to relative lifetime earnings. Comparing career pattern curves and relative lifetime earnings for different individuals can be useful in determining if salary policy has been fair and equitable.

Faculty Vacancies

Athabasca University specializes in distance education involving a variety of media including print, telephone, audio tape, and television. By providing both credit courses for undergraduate degrees, and non-credit courses, Athabasca University serves adult students who cannot or do not wish to attend a conventional university.

The University has been expanding its programmes, and expects to have the following academic positions available for the academic year 1982-83 (subject to budgetary approval):

Sciences

- Course Co-ordinator, Mathematics (tenure track)
- Course Co-ordinator, Chemistry (tenure track)

Social Sciences

- Course Co-ordinator, Economics (tenure track)
- Course Co-ordinator, Geography (tenure track)
- Course Co-ordinator, Women's Studies/Social History (two year term)

Humanities

- Course Co-ordinator, Philosophy (two year term)

Responsibilities: Course Co-ordinators are expected to participate as part of a team in the planning, production and delivery of home-study courses.

Qualifications: Ph.D. in appropriate discipline. Experience in distance or adult education would be an asset.

Salary Range: \$26,136 to \$35,724 per annum (1981-82 scale). Excellent benefit package.

The central offices of the University will be relocated to the Town of Athabasca. All positions are subject to relocation which is planned to be completed by December 31, 1982. Preference will be given to Canadian Citizens and Landed Immigrants.

Appropriately qualified persons are encouraged to submit a resume to:

Co-ordinator, Personnel Services
12352-149 Street
Edmonton, Alberta
T5V 1G9

For further information please call (403) 452-9999 collect.

This competition will remain open until suitable candidates are found.

Athabasca University

THE UNIVERSITY OF WINNIPEG

Invites applications and nominations for the position of:

CHIEF LIBRARIAN

The appointment will commence as soon as a suitable applicant is appointed.

RESPONSIBILITIES

— administration and operation of a university library consisting of a growing collection of over 35,000 volumes of books and 2,300 periodical subscriptions, serving a total enrolment of 16,479 students; supervision of 7 professional librarians and a support staff of 34; preparation and control of an annual budget of 1.5 million dollars; liaison with academic departments and administrative offices; external library systems and future automated networks; reporting at intervals to the Vice-President and to the Library Board (a committee of the Board of Regents).

QUALIFICATIONS

- academic qualifications as a professional librarian,
- experience in university librarianship,
- administrative experience in an academic library.

APPLICATIONS AND NOMINATIONS

— will be received in confidence by the Search Committee and should be accompanied by a full curriculum vitae and the names of three referees.

Address: Dr. John Clake
Vice-President
University of Winnipeg
515 Portage Avenue
Winnipeg, Manitoba R3B 2E9

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, THIS ADVERTISEMENT IS DIRECTED TO CANADIAN CITIZENS AND PERMANENT RESIDENTS.

ST. FRANCIS XAVIER UNIVERSITY

ANTIGONISH, NOVA SCOTIA

Dept. of English

POSITION AVAILABLE

The Department of English of Saint Francis Xavier University has an opening for a limited term appointment at the Assistant or Associate professor level. The candidate must hold the Ph.D. and have teaching experience, primarily in the area of 20th Century British and American. Send a complete application only, including a letter of application, a curriculum vitae, transcripts of university records, and the names of three referees whom the applicant has asked to write on his/her behalf by May 1, 1982 to Professor Y.G. Brunelle, Chairman, Department of English, Saint Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

ECONOMIC BENEFITS. AVANTAGES ECONOMIQUES

Salary career pattern analysis

by David Balzarini

It has been illustrated in a previous issue of the *Bulletin* that academic salaries are characterized by an unusual dependence on age. This contrasts with many groups for which salaries show little dependence on age or seniority beyond a few years such as tradesmen, factory workers, etc., and with many groups where salaries show relatively little dependence upon age beyond ten or fifteen years of experience such as school teachers, doctors, accountants, etc.

The Salary-Age profiles shown previously are "snapshots" of mean salary versus age at a given time (*CAUT Bulletin*, October, 1979). This profile would show what a typical salary career pattern would look like if there were no inflation or economic growth or if academic salaries and structure

kept pace with economic change. If relative salary, which can be obtained by dividing salary by a wage index, is plotted versus an individual's age, a career pattern is obtained which "resembles" a salary-age profile. The individual salary career pattern for the "average" individual in Canada would be identical to the mean salary-age profile if general levels of salaries kept pace with economic changes and if salary structure remained stable.

The kit shown here enables each person to plot his or her salary career pattern and compare it with a representative pattern.

Procedure:

1. For each year, write in column II your salary for the academic year commencing July 1 of the calendar year indicated. (Do not give up at this time because you have in-

complete data. You can determine trends even if you do not have data for all years).
2. For each year divide your salary listed in column II by the wage index, W listed in column III and write this number in column IV.

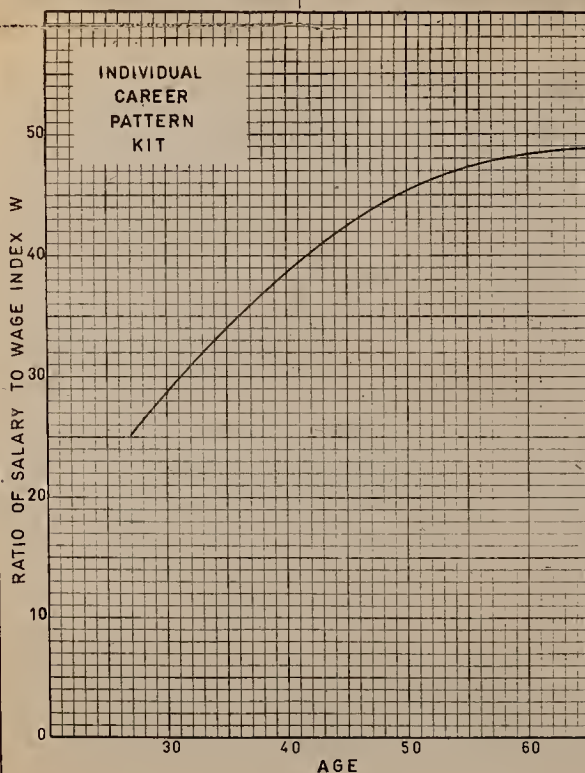
3. For each year, write in column V the age attained on your birthday during that calendar year.

4. Plot the ratio of your salary to wage index from column IV against your age from column V on the graph. You can then compare your CAREER PATTERN with the representative curve shown.

The representative curve is from a preliminary study which incorporates data for 1956-7, 1970-1, 1978-9. It should be

noted that individual patterns will be, different from this curve due to merit, discipline differentials, market factors, etc. As a general rule, a typical individual who started in 1940 will have a career pattern which probably started near the curve, then dipped below the curve, and then rose above the curve in later years. A typical individual who started in 1955 will have a career pattern which probably started near the curve, then rose above the curve, and is still above the curve although drifting down toward the curve. A typical individual who started in 1970 will have a career pattern which probably started near the curve and

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I YEAR	II SALARY FOR THE ACADEMIC YEAR STARTING JULY 1	III WAGE INDEX W	IV RATIO OF SALARY TO W	V AGE ATTAINED DURING YEAR JAN 1 - DEC 31
1941		75		
1942		81		
1943		87		
1944		90		
1945		90		
1946		91		
1947		102		
1948		113		
1949		121		
1950		127		
1951		141		
1952		153		
1953		162		
1954		166		
1955		172		
1956		181		
1957		191		
1958		198		
1959		207		
1960		213		
1961		220		
1962		227		
1963		234		
1964		243		
1965		256		
1966		271		
1967		289		
1968		309		
1969		331		
1970		357		
1971		387		
1972		420		
1973		451		
1974		501		
1975		572		
1976		642		
1977		703		
1978		747		
1979		811		
1980		893		
1981		1000		

The wage index W is proportional to the Average weekly wages and salaries in Canada (Canadian Statistical Review 11-003). The value for 1981 is an estimate.